

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	17	12	31	7		67	43.3%	56.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	24	16	20	7		67	59.7%	40.3%
3) I personally feel successful in my work.	31	20	8	6	2	67	78.5%	21.5%
4) I feel involved in decision-making at my school/worksite.	22	11	18	9	7	67	55.0%	45.0%
5) I want to be involved in decision-making at my school/worksite.	34	19	6	1	7	67	88.3%	11.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	28	18	11	5	5	67	74.2%	25.8%
7) In my school/worksite, I am treated as a professional.	28	25	11	1	2	67	81.5%	18.5%
8) There is good teamwork among staff in my school/worksite.	21	38	6	1	1	67	89.4%	10.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	25	18	12	4	8	67	72.9%	27.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	19	31	8	3	6	67	82.0%	18.0%
11) My work performance is evaluated fairly.	33	23	5	3	3	67	87.5%	12.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	8	18	15	5	67	46.8%	53.2%
13) I am provided adequate work and storage space to prepare for and do my job.	32	24	1	3	7	67	93.3%	6.7%
14) My administrators/supervisors respect the negotiated contracts.	27	26	6	1	7	67	88.3%	11.7%
15) My planning time is respected by my school administrations/supervisors.	27	21	2	3	14	67	90.6%	9.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	21	14	18	7	7	67	58.3%	41.7%
17) In my school, student misbehavior interferes with learning.	27	24	7	4	5	67	82.3%	17.7%

18) Too much instructional time is spent administering assessments.	20	17	15	3	11	67	66.1%	32.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	13	2	23	27	2	67	23.1%	76.9%
20) Increased workload has contributed to a decline in my morale.	18	32	7	2	8	67	84.7%	15.3%
21) I am paid fairly.	27	4	20	16		67	46.3%	53.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	4	20	14	1	67	48.5%	51.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	14	3	23	26	1	67	25.8%	74.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	38	13	5	9	2	67	78.5%	21.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	33	10	11	6	7	67	71.7%	28.3%
26) In my position, I receive appropriate and adequate support and training.	30	10	17	7	3	67	62.5%	37.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	3	18	41	1	67	10.6%	89.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	19	45	1	67	3.0%	97.0%
29) During this current school year, I have experienced harassing behavior from parents.	7	4	23	32	1	67	16.7%	83.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	14	6	24	8	15	67	38.5%	61.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	38	5	2	3	17	67	86.0%	14.0%
32) In my school/worksite, I spend too much time in meetings.	26	10	22	4	5	67	58.1%	41.9%
33) In my school, there is adequate support for special education students.	6	2	11	47	1	67	12.1%	87.9%