

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	17	7	10			34	70.6%	29.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	13	7	9	5		34	58.8%	41.2%
3) I personally feel successful in my work.	17	15	2			34	94.1%	5.9%
4) I feel involved in decision-making at my school/worksite.	12	7	10	5		34	55.9%	44.1%
5) I want to be involved in decision-making at my school/worksite.	16	12	5	1		34	82.4%	17.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	6	10	4		34	58.8%	41.2%
7) In my school/worksite, I am treated as a professional.	19	9	3	3		34	82.4%	17.6%
8) There is good teamwork among staff in my school/worksite.	15	16	2	1		34	91.2%	8.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	10	4	2	3	33	80.0%	20.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	12	18	2	1		33	90.9%	9.1%
11) My work performance is evaluated fairly.	17	12	3		1	33	90.6%	9.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	7	8	2		34	70.6%	29.4%
13) I am provided adequate work and storage space to prepare for and do my job.	21	10	2	1		34	91.2%	8.8%
14) My administrators/supervisors respect the negotiated contracts.	18	14		1	1	34	97.0%	3.0%
15) My planning time is respected by my school administrations/supervisors.	18	12			4	34	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	14	12	4	1	3	34	83.9%	16.1%
17) In my school, student misbehavior interferes with learning.	13	3	16	1	1	34	48.5%	51.5%

18) Too much instructional time is spent administering assessments.	12	8	10		4	34	66.7%	33.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	6		12	15	1	34	18.2%	81.8%
20) Increased workload has contributed to a decline in my morale.	12	13	4	2	3	34	80.6%	19.4%
21) I am paid fairly.	13	1	10	10		34	41.2%	58.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	17	2	8	4	3	34	61.3%	38.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	13		12	5	3	33	43.3%	56.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	19	10	3		1	33	90.6%	9.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	19	6	6	1	2	34	78.1%	21.9%
26) In my position, I receive appropriate and adequate support and training.	21	4	7	2		34	73.5%	26.5%
27) During this current school year, I have experienced harassing behavior from colleagues.			11	23		34	0.0%	100.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	17	13		34	11.8%	88.2%
29) During this current school year, I have experienced harassing behavior from parents.	3		13	18		34	8.8%	91.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2		18	4	10	34	8.3%	91.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	18	5	2	1	8	34	88.5%	11.5%
32) In my school/worksite, I spend too much time in meetings.	10	6	14	2	2	34	50.0%	50.0%
33) In my school, there is adequate support for special education students.	5	3	17	7	1	33	25.0%	75.0%