

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	36	9	28	12		85	52.9%	47.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	37	12	23	13		85	57.6%	42.4%
3) I personally feel successful in my work.	45	30	6	2	2	85	90.4%	9.6%
4) I feel involved in decision-making at my school/worksite.	25	12	30	15	3	85	45.1%	54.9%
5) I want to be involved in decision-making at my school/worksite.	43	28	10		4	85	87.7%	12.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	43	11	18	11	2	85	65.1%	34.9%
7) In my school/worksite, I am treated as a professional.	41	19	11	13	1	85	71.4%	28.6%
8) There is good teamwork among staff in my school/worksite.	46	27	7	2	3	85	89.0%	11.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	43	15	15	7	5	85	72.5%	27.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	40	16	21	7	1	85	66.7%	33.3%
11) My work performance is evaluated fairly.	42	31	7	1	4	85	90.1%	9.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	28	16	16	21	3	84	54.3%	45.7%
13) I am provided adequate work and storage space to prepare for and do my job.	51	22	5	6	1	85	86.9%	13.1%
14) My administrators/supervisors respect the negotiated contracts.	46	28	7	3	1	85	88.1%	11.9%
15) My planning time is respected by my school administrations/supervisors.	45	18	5	4	13	85	87.5%	12.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	39	11	18	14	3	85	61.0%	39.0%
17) In my school, student misbehavior interferes with learning.	33	31	14	2	5	85	80.0%	20.0%

18) Too much instructional time is spent administering assessments.	27	14	36	2	6	85	51.9%	48.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	21	8	30	25	1	85	34.5%	65.5%
20) Increased workload has contributed to a decline in my morale.	30	31	17	3	4	85	75.3%	24.7%
21) I am paid fairly.	38	10	23	11	3	85	58.5%	41.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	13	28	5	2	85	60.2%	39.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	24	8	35	18		85	37.6%	62.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	51	17	12	3	2	85	81.9%	18.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	43	15	17	4	6	85	73.4%	26.6%
26) In my position, I receive appropriate and adequate support and training.	38	14	22	7	4	85	64.2%	35.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	3	30	47	1	85	8.3%	91.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	8	4	29	43	1	85	14.3%	85.7%
29) During this current school year, I have experienced harassing behavior from parents.	12	6	29	37	1	85	21.4%	78.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	23	6	31	8	17	85	42.6%	57.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	37	3	23	8	14	85	56.3%	43.7%
32) In my school/worksite, I spend too much time in meetings.	18	9	44	8	6	85	34.2%	65.8%
33) In my school, there is adequate support for special education students.	20	9	26	24	6	85	36.7%	63.3%