

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	36	8	10	3		57	77.2%	22.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	29	7	17	4		57	63.2%	36.8%
3) I personally feel successful in my work.	31	21	4	1		57	91.2%	8.8%
4) I feel involved in decision-making at my school/worksite.	20	8	17	8	3	56	52.8%	47.2%
5) I want to be involved in decision-making at my school/worksite.	27	17	7	2	3	56	83.0%	17.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	10	10	5		56	73.2%	26.8%
7) In my school/worksite, I am treated as a professional.	32	17	3	4		56	87.5%	12.5%
8) There is good teamwork among staff in my school/worksite.	32	14	8	1	1	56	83.6%	16.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	31	11	6	3	5	56	82.4%	17.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	30	18	6	1	1	56	87.3%	12.7%
11) My work performance is evaluated fairly.	33	16	1	5	1	56	89.1%	10.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	6	15	9	6	56	52.0%	48.0%
13) I am provided adequate work and storage space to prepare for and do my job.	28	16	8	1	3	56	83.0%	17.0%
14) My administrators/supervisors respect the negotiated contracts.	31	15	5	1	3	55	88.5%	11.5%
15) My planning time is respected by my school administrations/supervisors.	30	14	3	1	8	56	91.7%	8.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	26	8	16	1	5	56	66.7%	33.3%
17) In my school, student misbehavior interferes with learning.	19	32	3	2		56	91.1%	8.9%

18) Too much instructional time is spent administering assessments.	16	11	18		11	56	60.0%	40.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	23	1	18	12	2	56	44.4%	55.6%
20) Increased workload has contributed to a decline in my morale.	17	12	20	1	6	56	58.0%	42.0%
21) I am paid fairly.	24	7	13	11		55	56.4%	43.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	35	5	12	3	1	56	72.7%	27.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	26	1	21	6	2	56	50.0%	50.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	36	11	7	1	1	56	85.5%	14.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	37	7	5	4	3	56	83.0%	17.0%
26) In my position, I receive appropriate and adequate support and training.	29	12	9	5	1	56	74.5%	25.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	2	18	30	1	56	12.7%	87.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	4	22	28		56	10.7%	89.3%
29) During this current school year, I have experienced harassing behavior from parents.	4	2	25	23	2	56	11.1%	88.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	19	2	20	4	11	56	46.7%	53.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	28	3	9	4	12	56	70.5%	29.5%
32) In my school/worksite, I spend too much time in meetings.	16	5	23	5	7	56	42.9%	57.1%
33) In my school, there is adequate support for special education students.	17	4	19	14	2	56	38.9%	61.1%