

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	23	25	6	2		56	85.7%	14.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	23	4	2		56	89.3%	10.7%
3) I personally feel successful in my work.	18	27	6	5		56	80.4%	19.6%
4) I feel involved in decision-making at my school/worksite.	27	13	11	4	1	56	72.7%	27.3%
5) I want to be involved in decision-making at my school/worksite.	32	19	3	1	1	56	92.7%	7.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	19	26	7	3		55	81.8%	18.2%
7) In my school/worksite, I am treated as a professional.	22	28	2	3		55	90.9%	9.1%
8) There is good teamwork among staff in my school/worksite.	19	28	6	2		55	85.5%	14.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	30	11	9	4	1	55	75.9%	24.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	30	20	3	1	1	55	92.6%	7.4%
11) My work performance is evaluated fairly.	25	28		2		55	96.4%	3.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	22	9	11	11	2	55	58.5%	41.5%
13) I am provided adequate work and storage space to prepare for and do my job.	24	18	6	5	2	55	79.2%	20.8%
14) My administrators/supervisors respect the negotiated contracts.	24	27		2	2	55	96.2%	3.8%
15) My planning time is respected by my school administrations/supervisors.	22	17	4	1	11	55	88.6%	11.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	27	14	5	2	5	53	85.4%	14.6%
17) In my school, student misbehavior interferes with learning.	23	9	15	1	7	55	66.7%	33.3%

18) Too much instructional time is spent administering assessments.	13	16	15	2	9	55	63.0%	37.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	6	19	8		55	50.9%	49.1%
20) Increased workload has contributed to a decline in my morale.	14	14	20	3	4	55	54.9%	45.1%
21) I am paid fairly.	18	4	19	13	1	55	40.7%	59.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	34	7	8	3	3	55	78.8%	21.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	4	25	5	2	54	42.3%	57.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	33	15	5	1	1	55	88.9%	11.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	30	12	8	3	2	55	79.2%	20.8%
26) In my position, I receive appropriate and adequate support and training.	30	8	12	4	1	55	70.4%	29.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	4	12	36	1	55	11.1%	88.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	12	41	1	55	1.9%	98.1%
29) During this current school year, I have experienced harassing behavior from parents.	2	2	16	26	1	47	8.7%	91.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	7	20	2	17	54	40.5%	59.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	7	6	2	19	55	77.8%	22.2%
32) In my school/worksite, I spend too much time in meetings.	16	7	21	5	5	54	46.9%	53.1%
33) In my school, there is adequate support for special education students.	13	6	12	24		55	34.5%	65.5%