

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	2	1			6	83.3%	16.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	2				6	100.0%	0.0%
3. I personally feel successful in my work.	2	4				6	100.0%	0.0%
4. I feel involved in decision-making at my school/worksite.	2	4				6	100.0%	0.0%
5. I want to be involved in decision-making at my school/worksite.	4	2				6	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	3				6	100.0%	0.0%
7. In my school/worksite, I am treated as a professional.	4	2				6	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	4	2				6	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.		2		1	3	6	66.7%	33.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	1	4	1			6	83.3%	16.7%
11. My work performance is evaluated fairly.	2	4				6	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	3		1		6	83.3%	16.7%
13. I am provided adequate work and storage space to prepare for and do my job.	2	3		1		6	83.3%	16.7%
14. My administrators/supervisors respect the negotiated contracts.	5	1				6	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	2	1			3	6	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.		1	1		4	6	50.0%	50.0%
17. In my school, student misbehavior interferes with learning.		1	1		4	6	50.0%	50.0%
18. Too much instructional time is spent administering assessments.	2	3			1	6	100.0%	0.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		6				6	100.0%	0.0%
20. Increased workload has contributed to a decline in my morale.		3	2	1		6	50.0%	50.0%
21. I am paid fairly.	1	2	1	2		6	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6					6	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	3	1			6	83.3%	16.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	5	1				6	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	3				6	100.0%	0.0%
26. In my position, I receive appropriate and adequate support and training.	4	1	1			6	83.3%	16.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			1	5		6	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			1	5		6	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.			4	2		6	0.0%	100.0%
30. At my school I spend most of my PIP time on non-instructional activities.					6	6	0.0%	0.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.					6	6	0.0%	0.0%