

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	5	15	14		36	19.4%	80.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	3	18	12		35	14.3%	85.7%
3. I personally feel successful in my work.	10	16	9	1		36	72.2%	27.8%
4. I feel involved in decision-making at my school/worksite.	3	8	17	8		36	30.6%	69.4%
5. I want to be involved in decision-making at my school/worksite.	11	23	2			36	94.4%	5.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	7	18	9		36	25.0%	75.0%
7. In my school/worksite, I am treated as a professional.	5	18	8	5		36	63.9%	36.1%
8. There is good teamwork among staff in my school/worksite.	9	21	3	3		36	83.3%	16.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	20	6	5	3	36	66.7%	33.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	3	18	9	6		36	58.3%	41.7%
11. My work performance is evaluated fairly.	8	22	6			36	83.3%	16.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	8	13	13		36	27.8%	72.2%
13. I am provided adequate work and storage space to prepare for and do my job.	8	20	6	2		36	77.8%	22.2%
14. My administrators/supervisors respect the negotiated contracts.	8	23	5			36	86.1%	13.9%
15. My planning time is respected by my school administrations/supervisors.	5	11	18	2		36	44.4%	55.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	14	15	5		36	44.4%	55.6%
17. In my school, student misbehavior interferes with learning.	17	12	5	2		36	80.6%	19.4%
18. Too much instructional time is spent administering assessments.	8	16	9	1	2	36	70.6%	29.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	15	12	7		36	47.2%	52.8%
20. Increased workload has contributed to a decline in my morale.	15	12	5		2	34	84.4%	15.6%
21. I am paid fairly.		13	17	6		36	36.1%	63.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	12	24				36	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	24	7		1	36	80.0%	20.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	25			1	36	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	25	5	2	1	36	80.0%	20.0%
26. In my position, I receive appropriate and adequate support and training.	1	26	8		1	36	77.1%	22.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	13	21		36	5.6%	94.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	2	16	15		36	13.9%	86.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	6	14	14		36	22.2%	77.8%
30. At my school I spend most of my PIP time on non-instructional activities.	2	5	16	3	10	36	26.9%	73.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	16	8		10	36	69.2%	30.8%