

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	15	54	6	1		76	90.8%	9.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	50	15			76	80.3%	19.7%
3. I personally feel successful in my work.	29	38	8	1		76	88.2%	11.8%
4. I feel involved in decision-making at my school/worksite.	8	40	22	3	2	75	65.8%	34.2%
5. I want to be involved in decision-making at my school/worksite.	21	45	9	1		76	86.8%	13.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	34	13	4	2	76	77.0%	23.0%
7. In my school/worksite, I am treated as a professional.	31	36	8			75	89.3%	10.7%
8. There is good teamwork among staff in my school/worksite.	19	41	12	4		76	78.9%	21.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	25	37	9	1	4	76	86.1%	13.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	32	37	7			76	90.8%	9.2%
11. My work performance is evaluated fairly.	23	35	9	5	1	73	80.6%	19.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	13	28	22	12	1	76	54.7%	45.3%
13. I am provided adequate work and storage space to prepare for and do my job.	31	37	7	1		76	89.5%	10.5%
14. My administrators/supervisors respect the negotiated contracts.	34	39		2		75	97.3%	2.7%
15. My planning time is respected by my school administrations/supervisors.	30	36	5		5	76	93.0%	7.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	19	42	6	2	6	75	88.4%	11.6%
17. In my school, student misbehavior interferes with learning.	6	20	37	9	4	76	36.1%	63.9%
18. Too much instructional time is spent administering assessments.	22	31	15	2	4	74	75.7%	24.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	35	19	15	3	75	52.8%	47.2%
20. Increased workload has contributed to a decline in my morale.	16	32	22	3	3	76	65.8%	34.2%
21. I am paid fairly.	11	34	21	10		76	59.2%	40.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	30	40	4			74	94.6%	5.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	11	54	6		2	73	91.5%	8.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	34	39			2	75	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	16	39	13	4	4	76	76.4%	23.6%
26. In my position, I receive appropriate and adequate support and training.	16	43	13	4		76	77.6%	22.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	4	24	42	3	76	9.6%	90.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	5	25	40	4	76	9.7%	90.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	26	27	17		76	42.1%	57.9%
30. At my school I spend most of my PIP time on non-instructional activities.	2	10	36	16	12	76	18.8%	81.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	33	14	6	15	74	66.1%	33.9%