

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	11	31	3	2		47	89.4%	10.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	27	7	1		47	83.0%	17.0%
3. I personally feel successful in my work.	17	26	3	1		47	91.5%	8.5%
4. I feel involved in decision-making at my school/worksite.	11	23	9	4		47	72.3%	27.7%
5. I want to be involved in decision-making at my school/worksite.	14	30	2		1	47	95.7%	4.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	20	8	4		47	74.5%	25.5%
7. In my school/worksite, I am treated as a professional.	19	25	1	2		47	93.6%	6.4%
8. There is good teamwork among staff in my school/worksite.	14	27	5	1		47	87.2%	12.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	25	7	5	2	47	73.3%	26.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	27	8	2		47	78.7%	21.3%
11. My work performance is evaluated fairly.	18	25	2	1		46	93.5%	6.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	20	10	5	2	46	65.9%	34.1%
13. I am provided adequate work and storage space to prepare for and do my job.	15	24	6	2		47	83.0%	17.0%
14. My administrators/supervisors respect the negotiated contracts.	23	23	1			47	97.9%	2.1%
15. My planning time is respected by my school administrations/supervisors.	19	18	4		6	47	90.2%	9.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	18	19	1	1	6	45	94.9%	5.1%
17. In my school, student misbehavior interferes with learning.	9	13	14	5	4	45	53.7%	46.3%
18. Too much instructional time is spent administering assessments.	10	15	14		7	46	64.1%	35.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	24	15	6		46	54.3%	45.7%
20. Increased workload has contributed to a decline in my morale.	9	12	21	2	2	46	47.7%	52.3%
21. I am paid fairly.	2	25	10	10		47	57.4%	42.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	24	19	3	1		47	91.5%	8.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	35	2	1		47	93.6%	6.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	24	21	1	1		47	95.7%	4.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	30	9	3		47	74.5%	25.5%
26. In my position, I receive appropriate and adequate support and training.	8	25	9	5		47	70.2%	29.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	15	27	1	47	8.7%	91.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	9	34	2	46	2.3%	97.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	6	17	20	2	47	17.8%	82.2%
30. At my school I spend most of my PIP time on non-instructional activities.		6	15	4	21	46	24.0%	76.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	21	2	1	17	46	89.7%	10.3%