

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	28	19	18		67	44.8%	55.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	27	27	10		67	44.8%	55.2%
3. I personally feel successful in my work.	8	43	8	8		67	76.1%	23.9%
4. I feel involved in decision-making at my school/worksite.	5	25	25	11		66	45.5%	54.5%
5. I want to be involved in decision-making at my school/worksite.	22	40	3	1	1	67	93.9%	6.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	32	15	12		67	59.7%	40.3%
7. In my school/worksite, I am treated as a professional.	19	35	8	5		67	80.6%	19.4%
8. There is good teamwork among staff in my school/worksite.	11	38	13	4		66	74.2%	25.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	36	15	5	6	67	67.2%	32.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	39	10	5		67	77.6%	22.4%
11. My work performance is evaluated fairly.	14	43	4	5	1	67	86.4%	13.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	21	12	21	3	67	48.4%	51.6%
13. I am provided adequate work and storage space to prepare for and do my job.	21	37	6	3		67	86.6%	13.4%
14. My administrators/supervisors respect the negotiated contracts.	15	43	6	2		66	87.9%	12.1%
15. My planning time is respected by my school administrations/supervisors.	13	27	10	7	9	66	70.2%	29.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	30	11	13	8	67	59.3%	40.7%
17. In my school, student misbehavior interferes with learning.	34	24	6	2	1	67	87.9%	12.1%
18. Too much instructional time is spent administering assessments.	9	20	20	4	13	66	54.7%	45.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	34	18	8		66	60.6%	39.4%
20. Increased workload has contributed to a decline in my morale.	17	25	17	4	3	66	66.7%	33.3%
21. I am paid fairly.		30	23	13		66	45.5%	54.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	33	1			67	98.5%	1.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	11	47	6	1	1	66	89.2%	10.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	19	45	3			67	95.5%	4.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	43	8	2	2	67	84.6%	15.4%
26. In my position, I receive appropriate and adequate support and training.	14	41	7	5		67	82.1%	17.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	8	22	32	3	67	15.6%	84.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	7	22	33	4	67	12.7%	87.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	8	25	26	4	67	19.0%	81.0%
30. At my school I spend most of my PIP time on non-instructional activities.		12	22	11	21	66	26.7%	73.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	21	17	3	24	67	53.5%	46.5%