

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	15	8	2		32	68.8%	31.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	13	12	1		32	59.4%	40.6%
3. I personally feel successful in my work.	11	17	2	2		32	87.5%	12.5%
4. I feel involved in decision-making at my school/worksite.	7	13	8	2	1	31	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	8	20	2		2	32	93.3%	6.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	12	9	1		32	68.8%	31.3%
7. In my school/worksite, I am treated as a professional.	14	13	3	2		32	84.4%	15.6%
8. There is good teamwork among staff in my school/worksite.	10	14	5	3		32	75.0%	25.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	16	2	4	2	32	80.0%	20.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	14	8	4		32	62.5%	37.5%
11. My work performance is evaluated fairly.	9	15	7			31	77.4%	22.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	7	8	10		31	41.9%	58.1%
13. I am provided adequate work and storage space to prepare for and do my job.	17	11	3	1		32	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	19	11	1		1	32	96.8%	3.2%
15. My planning time is respected by my school administrations/supervisors.	12	12	1	1	6	32	92.3%	7.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	15	3	1	1	30	86.2%	13.8%
17. In my school, student misbehavior interferes with learning.	9	11	8	2	1	31	66.7%	33.3%
18. Too much instructional time is spent administering assessments.	10	9	7	2	3	31	67.9%	32.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	7	7	14	3	1	32	45.2%	54.8%
20. Increased workload has contributed to a decline in my morale.	10	11	4	6	1	32	67.7%	32.3%
21. I am paid fairly.		17	8	7		32	53.1%	46.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	20	2	1		32	90.6%	9.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	19	4	2	1	31	80.0%	20.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	16				32	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	10	8	2	4	30	61.5%	38.5%
26. In my position, I receive appropriate and adequate support and training.	7	20	2	3		32	84.4%	15.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	2	8	19	1	32	12.9%	87.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	7	19	3	32	10.3%	89.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	10	5	10	2	31	48.3%	51.7%
30. At my school I spend most of my PIP time on non-instructional activities.	2	7	10	5	8	32	37.5%	62.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	10	12	3		6	31	88.0%	12.0%