

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	10	1	1		17	88.2%	11.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	10	3	1		17	76.5%	23.5%
3. I personally feel successful in my work.	4	12		1		17	94.1%	5.9%
4. I feel involved in decision-making at my school/worksite.	3	9	4		1	17	75.0%	25.0%
5. I want to be involved in decision-making at my school/worksite.	4	11			2	17	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	9	2	2		17	76.5%	23.5%
7. In my school/worksite, I am treated as a professional.	5	10		1		16	93.8%	6.3%
8. There is good teamwork among staff in my school/worksite.	5	10	1	1		17	88.2%	11.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	9	3	2		17	70.6%	29.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	12		1		17	94.1%	5.9%
11. My work performance is evaluated fairly.	3	12	1	1		17	88.2%	11.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	9	6			17	64.7%	35.3%
13. I am provided adequate work and storage space to prepare for and do my job.	3	8	5	1		17	64.7%	35.3%
14. My administrators/supervisors respect the negotiated contracts.	5	11	1			17	94.1%	5.9%
15. My planning time is respected by my school administrations/supervisors.	4	12	1			17	94.1%	5.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	10	1	2	1	16	80.0%	20.0%
17. In my school, student misbehavior interferes with learning.	5	9	3			17	82.4%	17.6%
18. Too much instructional time is spent administering assessments.	1	7	5		3	16	61.5%	38.5%
19. HCPSS professional development experiences are meaningful and worthwhile.		12	2	1	1	16	80.0%	20.0%
20. Increased workload has contributed to a decline in my morale.	3	5	6	2	1	17	50.0%	50.0%
21. I am paid fairly.		11	3	3		17	64.7%	35.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	12	2			16	87.5%	12.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	13	1		1	16	93.3%	6.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	9	2			17	88.2%	11.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	11	2	2		17	76.5%	23.5%
26. In my position, I receive appropriate and adequate support and training.	4	11	1	1		17	88.2%	11.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	5	6	3	16	15.4%	84.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		4	9	3	17	7.1%	92.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		3	6	6	2	17	20.0%	80.0%
30. At my school I spend most of my PIP time on non-instructional activities.		2	7	2	6	17	18.2%	81.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	7	3		5	17	75.0%	25.0%