

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		4	4	4		12	33.3%	66.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	1	6	3	1	12	18.2%	81.8%
3. I personally feel successful in my work.	2	5	4	1		12	58.3%	41.7%
4. I feel involved in decision-making at my school/worksite.		7	3	2		12	58.3%	41.7%
5. I want to be involved in decision-making at my school/worksite.	3	8		1		12	91.7%	8.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	1	6	3		12	25.0%	75.0%
7. In my school/worksite, I am treated as a professional.	2	7	2	1		12	75.0%	25.0%
8. There is good teamwork among staff in my school/worksite.	1	5	3	3		12	50.0%	50.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	7	1	1	2	12	80.0%	20.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	5	1	1		12	83.3%	16.7%
11. My work performance is evaluated fairly.	1	8	2	1		12	75.0%	25.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	6	1	2	1	12	72.7%	27.3%
13. I am provided adequate work and storage space to prepare for and do my job.	3	6	1		2	12	90.0%	10.0%
14. My administrators/supervisors respect the negotiated contracts.	3	7		1		11	90.9%	9.1%
15. My planning time is respected by my school administrations/supervisors.	1	6	1	1	3	12	77.8%	22.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	6	1	1	2	12	80.0%	20.0%
17. In my school, student misbehavior interferes with learning.	5	4	1		2	12	90.0%	10.0%
18. Too much instructional time is spent administering assessments.	2	2	4		4	12	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	6	4			11	63.6%	36.4%
20. Increased workload has contributed to a decline in my morale.		6	3	1	2	12	60.0%	40.0%
21. I am paid fairly.	1	4	4	2	1	12	45.5%	54.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	5			1	12	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	6			1	12	100.0%	0.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	5			1	12	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	6	3		1	11	70.0%	30.0%
26. In my position, I receive appropriate and adequate support and training.	2	6	3	1		12	66.7%	33.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	2	5	2		12	41.7%	58.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	4	3		10	30.0%	70.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		1	7	3	1	12	9.1%	90.9%
30. At my school I spend most of my PIP time on non-instructional activities.		2	4	1	5	12	28.6%	71.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	4	2		5	12	71.4%	28.6%