

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	49	10	1		66	83.3%	16.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	35	20	4	3	66	61.9%	38.1%
3. I personally feel successful in my work.	20	40	3	1	1	65	93.8%	6.3%
4. I feel involved in decision-making at my school/worksite.	5	23	24	9	4	65	45.9%	54.1%
5. I want to be involved in decision-making at my school/worksite.	15	40	7		4	66	88.7%	11.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	33	20	5	1	65	60.9%	39.1%
7. In my school/worksite, I am treated as a professional.	16	40	8	1	1	66	86.2%	13.8%
8. There is good teamwork among staff in my school/worksite.	13	36	13	3	1	66	75.4%	24.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	37	5	2	7	66	88.1%	11.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	35	17	4		66	68.2%	31.8%
11. My work performance is evaluated fairly.	14	40	6	6		66	81.8%	18.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	27	15	12	1	66	58.5%	41.5%
13. I am provided adequate work and storage space to prepare for and do my job.	17	38	10	1		66	83.3%	16.7%
14. My administrators/supervisors respect the negotiated contracts.	25	36	2	1	1	65	95.3%	4.7%
15. My planning time is respected by my school administrations/supervisors.	18	38	2	2	6	66	93.3%	6.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	36	10	4	2	65	77.8%	22.2%
17. In my school, student misbehavior interferes with learning.	2	11	32	15	6	66	21.7%	78.3%
18. Too much instructional time is spent administering assessments.	27	23	7	2	7	66	84.7%	15.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	22	25	14	3	65	37.1%	62.9%
20. Increased workload has contributed to a decline in my morale.	9	27	21	5	3	65	58.1%	41.9%
21. I am paid fairly.	3	31	16	14	1	65	53.1%	46.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	36	17	5	1	65	65.6%	34.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	42	10	5	5	65	75.0%	25.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	42	3	4	1	66	89.2%	10.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	31	14	9	3	65	62.9%	37.1%
26. In my position, I receive appropriate and adequate support and training.	12	37	10	4	1	64	77.8%	22.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	6	17	36	4	65	13.1%	86.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		5	18	38	4	65	8.2%	91.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	14	20	19	6	65	33.9%	66.1%
30. At my school I spend most of my PIP time on non-instructional activities.	5	18	27	3	12	65	43.4%	56.6%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	24	20	5	10	62	51.9%	48.1%