

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	16	5			26	80.8%	19.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	18	6			26	76.9%	23.1%
3. I personally feel successful in my work.	6	17	2	1		26	88.5%	11.5%
4. I feel involved in decision-making at my school/worksite.	3	16	4	1	1	25	79.2%	20.8%
5. I want to be involved in decision-making at my school/worksite.	12	13			1	26	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	18	5			26	80.8%	19.2%
7. In my school/worksite, I am treated as a professional.	6	17	3			26	88.5%	11.5%
8. There is good teamwork among staff in my school/worksite.	5	16	4			25	84.0%	16.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	15	2	1	2	26	87.5%	12.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	17	3			26	88.5%	11.5%
11. My work performance is evaluated fairly.	6	15	2	2	1	26	84.0%	16.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	10	10	5		26	42.3%	57.7%
13. I am provided adequate work and storage space to prepare for and do my job.	6	17	1	2		26	88.5%	11.5%
14. My administrators/supervisors respect the negotiated contracts.	10	15			1	26	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	4	15	4	1	2	26	79.2%	20.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	13	1		2	26	95.8%	4.2%
17. In my school, student misbehavior interferes with learning.	2	4	11	8		25	24.0%	76.0%
18. Too much instructional time is spent administering assessments.	4	12	7	3		26	61.5%	38.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	8	10	5	2	26	37.5%	62.5%
20. Increased workload has contributed to a decline in my morale.	5	10	7	2	1	25	62.5%	37.5%
21. I am paid fairly.	1	9	8	7		25	40.0%	60.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	11	3	1	1	25	83.3%	16.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	12	3	1	2	24	81.8%	18.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	10		2	2	26	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	13	4		2	26	83.3%	16.7%
26. In my position, I receive appropriate and adequate support and training.	5	13	4	3		25	72.0%	28.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	9	9	4	26	18.2%	81.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	7	14	4	26	4.5%	95.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	10	7	3	26	26.1%	73.9%
30. At my school I spend most of my PIP time on non-instructional activities.	1	10	6	4	4	25	52.4%	47.6%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	11	4	3	6	25	63.2%	36.8%