

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	8	7	2		21	57.1%	42.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	6	9	1		21	52.4%	47.6%
3. I personally feel successful in my work.	6	13	2			21	90.5%	9.5%
4. I feel involved in decision-making at my school/worksite.	7	8	6			21	71.4%	28.6%
5. I want to be involved in decision-making at my school/worksite.	9	11	1			21	95.2%	4.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	7	8			21	61.9%	38.1%
7. In my school/worksite, I am treated as a professional.	8	10	2	1		21	85.7%	14.3%
8. There is good teamwork among staff in my school/worksite.	6	8	4	3		21	66.7%	33.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	4	4		11	21	60.0%	40.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	9	6	1		21	66.7%	33.3%
11. My work performance is evaluated fairly.	6	10	2	2	1	21	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	8	2		5	21	87.5%	12.5%
13. I am provided adequate work and storage space to prepare for and do my job.	5	11	2		3	21	88.9%	11.1%
14. My administrators/supervisors respect the negotiated contracts.	7	11	2		1	21	90.0%	10.0%
15. My planning time is respected by my school administrations/supervisors.	3	4			14	21	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	1		1		19	21	50.0%	50.0%
17. In my school, student misbehavior interferes with learning.			1		20	21	0.0%	100.0%
18. Too much instructional time is spent administering assessments.			2	1	17	20	0.0%	100.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	7	7		3	21	61.1%	38.9%
20. Increased workload has contributed to a decline in my morale.	1	6	8	3	3	21	38.9%	61.1%
21. I am paid fairly.	4	6	7	4		21	47.6%	52.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	11	5	1		20	70.0%	30.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	9	6	1	1	20	63.2%	36.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	12	2	1		21	85.7%	14.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	11	5	2		21	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	4	9	8			21	61.9%	38.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	9	7	2	21	15.8%	84.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	9	7	1	20	15.8%	84.2%
29. In the last 12 months, I have experienced harassing behavior from parents.		2	5	4	10	21	18.2%	81.8%
30. At my school I spend most of my PIP time on non-instructional activities.			1		20	21	0.0%	100.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1				20	21	100.0%	0.0%