

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		16	93.8%	6.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	9	3			16	81.3%	18.8%
3. I personally feel successful in my work.	5	10	1			16	93.8%	6.3%
4. I feel involved in decision-making at my school/worksite.		12	3	1		16	75.0%	25.0%
5. I want to be involved in decision-making at my school/worksite.	6	9	1			16	93.8%	6.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	10	2			16	87.5%	12.5%
7. In my school/worksite, I am treated as a professional.	8	7	1			16	93.8%	6.3%
8. There is good teamwork among staff in my school/worksite.	9	7				16	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	9	1			16	93.8%	6.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	7				16	100.0%	0.0%
11. My work performance is evaluated fairly.	7	7	2			16	87.5%	12.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	8	3	1		16	75.0%	25.0%
13. I am provided adequate work and storage space to prepare for and do my job.	7	9				16	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	6	8	1			15	93.3%	6.7%
15. My planning time is respected by my school administrations/supervisors.	7	6	1		2	16	92.9%	7.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	8	2	1	1	16	80.0%	20.0%
17. In my school, student misbehavior interferes with learning.	6	8	2			16	87.5%	12.5%
18. Too much instructional time is spent administering assessments.	1	7	8			16	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	8	4	2		16	62.5%	37.5%
20. Increased workload has contributed to a decline in my morale.		8	6	2		16	50.0%	50.0%
21. I am paid fairly.	1	6	6	3		16	43.8%	56.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	11	1			16	93.8%	6.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14	1			16	93.8%	6.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	4	11	1			16	93.8%	6.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	10	2			16	87.5%	12.5%
26. In my position, I receive appropriate and adequate support and training.	4	10	2			16	87.5%	12.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	6	9		16	6.3%	93.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			6	10		16	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.			9	7		16	0.0%	100.0%
30. At my school I spend most of my PIP time on non-instructional activities.			7	5	4	16	0.0%	100.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	5	2		6	16	80.0%	20.0%