

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	33	21	9		71	57.7%	42.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	34	18	9		71	62.0%	38.0%
3. I personally feel successful in my work.	20	41	8	2		71	85.9%	14.1%
4. I feel involved in decision-making at my school/worksite.	12	25	24	8	1	70	53.6%	46.4%
5. I want to be involved in decision-making at my school/worksite.	20	45	6			71	91.5%	8.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	9	37	18	7		71	64.8%	35.2%
7. In my school/worksite, I am treated as a professional.	15	44	7	5		71	83.1%	16.9%
8. There is good teamwork among staff in my school/worksite.	23	36	10	2		71	83.1%	16.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	39	15	3	6	71	72.3%	27.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	47	7	2		71	87.3%	12.7%
11. My work performance is evaluated fairly.	19	40	8	3	1	71	84.3%	15.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	25	22	18		71	43.7%	56.3%
13. I am provided adequate work and storage space to prepare for and do my job.	9	56	4	2		71	91.5%	8.5%
14. My administrators/supervisors respect the negotiated contracts.	16	45	7	1	2	71	88.4%	11.6%
15. My planning time is respected by my school administrations/supervisors.	9	38	12	3	9	71	75.8%	24.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	40	9	4	5	70	80.0%	20.0%
17. In my school, student misbehavior interferes with learning.	12	17	32	5	5	71	43.9%	56.1%
18. Too much instructional time is spent administering assessments.	14	25	16	3	13	71	67.2%	32.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	31	19	16	3	71	48.5%	51.5%
20. Increased workload has contributed to a decline in my morale.	25	24	15	5	2	71	71.0%	29.0%
21. I am paid fairly.	2	30	21	18		71	45.1%	54.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	24	43	3	1		71	94.4%	5.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	51	7	1	4	71	88.1%	11.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	20	43	4	3	1	71	90.0%	10.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	40	16	3	5	71	71.2%	28.8%
26. In my position, I receive appropriate and adequate support and training.	8	48	10	4	1	71	80.0%	20.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	3	24	36	4	70	9.1%	90.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	28	35	5	71	4.5%	95.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	8	37	18	6	70	14.1%	85.9%
30. At my school I spend most of my PIP time on non-instructional activities.	1	13	34	3	20	71	27.5%	72.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	28	14	2	22	71	67.3%	32.7%