

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	28	2	1		38	92.1%	7.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	27	1	1		38	94.7%	5.3%
3. I personally feel successful in my work.	13	23	2			38	94.7%	5.3%
4. I feel involved in decision-making at my school/worksite.	11	18	5	2	2	38	80.6%	19.4%
5. I want to be involved in decision-making at my school/worksite.	13	23	1		1	38	97.3%	2.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	20	14	3		1	38	91.9%	8.1%
7. In my school/worksite, I am treated as a professional.	26	11	1			38	97.4%	2.6%
8. There is good teamwork among staff in my school/worksite.	6	26	6			38	84.2%	15.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	14	1	1	1	37	94.4%	5.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	25	13				38	100.0%	0.0%
11. My work performance is evaluated fairly.	20	15	2	1		38	92.1%	7.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	18	6	3		37	75.7%	24.3%
13. I am provided adequate work and storage space to prepare for and do my job.	19	15	2			36	94.4%	5.6%
14. My administrators/supervisors respect the negotiated contracts.	28	9			1	38	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	28	6	2		2	38	94.4%	5.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	18	3		3	38	91.4%	8.6%
17. In my school, student misbehavior interferes with learning.	4	7	14	10	3	38	31.4%	68.6%
18. Too much instructional time is spent administering assessments.	15	17	2	1	3	38	91.4%	8.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	18	9	9	1	38	51.4%	48.6%
20. Increased workload has contributed to a decline in my morale.	7	16	12	2	1	38	62.2%	37.8%
21. I am paid fairly.		20	12	6		38	52.6%	47.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	20	3	1		37	89.2%	10.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	23	6		1	38	83.8%	16.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	15	21	2			38	94.7%	5.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	21	5	2	1	37	80.6%	19.4%
26. In my position, I receive appropriate and adequate support and training.	11	19	4	2	1	37	83.3%	16.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	10	25		38	7.9%	92.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		7	30		38	2.6%	97.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	14	12	7	1	38	48.6%	51.4%
30. At my school I spend most of my PIP time on non-instructional activities.		5	16	7	9	37	17.9%	82.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	11	17		1	9	38	96.6%	3.4%