

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		16	4	2		22	72.7%	27.3%
2. There is an atmosphere of open communication and trust in my school/worksite.		18	2	2		22	81.8%	18.2%
3. I personally feel successful in my work.	2	15	3	2		22	77.3%	22.7%
4. I feel involved in decision-making at my school/worksite.		13	6	2	1	22	61.9%	38.1%
5. I want to be involved in decision-making at my school/worksite.	4	17	1			22	95.5%	4.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	2	15	3	2		22	77.3%	22.7%
7. In my school/worksite, I am treated as a professional.	5	15	1	1		22	90.9%	9.1%
8. There is good teamwork among staff in my school/worksite.	5	12	4			21	81.0%	19.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	15	4	1		22	77.3%	22.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	3	12	4	2	1	22	71.4%	28.6%
11. My work performance is evaluated fairly.	4	16	2			22	90.9%	9.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	10	7	3		22	54.5%	45.5%
13. I am provided adequate work and storage space to prepare for and do my job.	4	15	3			22	86.4%	13.6%
14. My administrators/supervisors respect the negotiated contracts.	5	15	1	1		22	90.9%	9.1%
15. My planning time is respected by my school administrations/supervisors.		10	6	1	5	22	58.8%	41.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	11	5	1	1	22	71.4%	28.6%
17. In my school, student misbehavior interferes with learning.	6	12	3	1		22	81.8%	18.2%
18. Too much instructional time is spent administering assessments.	6	6	8		2	22	60.0%	40.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	8	9	2		22	50.0%	50.0%
20. Increased workload has contributed to a decline in my morale.	6	9	5		2	22	75.0%	25.0%
21. I am paid fairly.	1	8	7	4		20	45.0%	55.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	11	11				22	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	15	2	1		22	86.4%	13.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	11			1	22	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	12	6			22	72.7%	27.3%
26. In my position, I receive appropriate and adequate support and training.	1	19	2			22	90.9%	9.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	5	15	1	22	4.8%	95.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			4	17	1	22	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	5	5	10		22	31.8%	68.2%
30. At my school I spend most of my PIP time on non-instructional activities.	1	4	9	1	7	22	33.3%	66.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		6	5	2	9	22	46.2%	53.8%