

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	8	2	1		14	78.6%	21.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	6	3	2		14	64.3%	35.7%
3. I personally feel successful in my work.	6	5	2	1		14	78.6%	21.4%
4. I feel involved in decision-making at my school/worksite.	1	5	2	4	2	14	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	5	6	1		2	14	91.7%	8.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	6	2	2		14	71.4%	28.6%
7. In my school/worksite, I am treated as a professional.	4	6	2	2		14	71.4%	28.6%
8. There is good teamwork among staff in my school/worksite.	3	9		2		14	85.7%	14.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	4	2	3	2	14	58.3%	41.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	5	1	4		14	64.3%	35.7%
11. My work performance is evaluated fairly.	6	4	4			14	71.4%	28.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	5	1	3		14	71.4%	28.6%
13. I am provided adequate work and storage space to prepare for and do my job.	5	5	3	1		14	71.4%	28.6%
14. My administrators/supervisors respect the negotiated contracts.	7	6	1			14	92.9%	7.1%
15. My planning time is respected by my school administrations/supervisors.	3	6	1		4	14	90.0%	10.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	6	1	1	2	14	83.3%	16.7%
17. In my school, student misbehavior interferes with learning.	1	2	6	4	1	14	23.1%	76.9%
18. Too much instructional time is spent administering assessments.	6	2	3		3	14	72.7%	27.3%
19. HCPSS professional development experiences are meaningful and worthwhile.		5	1	5	3	14	45.5%	54.5%
20. Increased workload has contributed to a decline in my morale.	2	5	3	3	1	14	53.8%	46.2%
21. I am paid fairly.	2	7	1	4		14	64.3%	35.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	7	1			14	92.9%	7.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	9	2			14	85.7%	14.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	6	6	1			13	92.3%	7.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	9	1	1	1	14	84.6%	15.4%
26. In my position, I receive appropriate and adequate support and training.	4	6	3	1		14	71.4%	28.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			4	10		14	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			4	10		14	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		1	6	7		14	7.1%	92.9%
30. At my school I spend most of my PIP time on non-instructional activities.	2	3	5		4	14	50.0%	50.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	7	1	1	3	14	81.8%	18.2%