

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	13	1			18	94.4%	5.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	10	3	1		18	77.8%	22.2%
3. I personally feel successful in my work.	2	12	4			18	77.8%	22.2%
4. I feel involved in decision-making at my school/worksite.	2	12	2	2		18	77.8%	22.2%
5. I want to be involved in decision-making at my school/worksite.	8	9		1		18	94.4%	5.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	10	3	1		18	77.8%	22.2%
7. In my school/worksite, I am treated as a professional.	6	9	2	1		18	83.3%	16.7%
8. There is good teamwork among staff in my school/worksite.	5	11	1	1		18	88.9%	11.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	7	3	1	3	18	73.3%	26.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	5	3	2		18	72.2%	27.8%
11. My work performance is evaluated fairly.	4	9	2	1	1	17	81.3%	18.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	9	6	1		18	61.1%	38.9%
13. I am provided adequate work and storage space to prepare for and do my job.	2	13	2	1		18	83.3%	16.7%
14. My administrators/supervisors respect the negotiated contracts.	7	10				17	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	5	7	3	1	2	18	75.0%	25.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	9	2	2		18	77.8%	22.2%
17. In my school, student misbehavior interferes with learning.	2	10	5	1		18	66.7%	33.3%
18. Too much instructional time is spent administering assessments.	3	7	4	1	3	18	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.		11	6	1		18	61.1%	38.9%
20. Increased workload has contributed to a decline in my morale.	3	8	4	2	1	18	64.7%	35.3%
21. I am paid fairly.	1	5	6	5		17	35.3%	64.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	10				18	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	12	1		1	18	94.1%	5.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	7	11				18	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	10	4	1		18	72.2%	27.8%
26. In my position, I receive appropriate and adequate support and training.	5	8	4	1		18	72.2%	27.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	3	2	8	2	17	33.3%	66.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	1	4	10	1	18	17.6%	82.4%
29. In the last 12 months, I have experienced harassing behavior from parents.		4	8	6		18	22.2%	77.8%
30. At my school I spend most of my PIP time on non-instructional activities.	1	2	5	3	6	17	27.3%	72.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		10		1	7	18	90.9%	9.1%