

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	27	32	12		73	39.7%	60.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	38	24	7		73	57.5%	42.5%
3. I personally feel successful in my work.	17	36	14	6		73	72.6%	27.4%
4. I feel involved in decision-making at my school/worksite.	10	21	28	10	4	73	44.9%	55.1%
5. I want to be involved in decision-making at my school/worksite.	24	37	6	1	5	73	89.7%	10.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	40	17	3		72	72.2%	27.8%
7. In my school/worksite, I am treated as a professional.	18	44	8	3		73	84.9%	15.1%
8. There is good teamwork among staff in my school/worksite.	11	36	23	2		72	65.3%	34.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	36	12	3	9	71	75.8%	24.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	33	22	13	1	73	51.4%	48.6%
11. My work performance is evaluated fairly.	19	41	10	1		71	84.5%	15.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	17	30	19	3	4	73	68.1%	31.9%
13. I am provided adequate work and storage space to prepare for and do my job.	19	36	13	2	3	73	78.6%	21.4%
14. My administrators/supervisors respect the negotiated contracts.	29	39	3	1	1	73	94.4%	5.6%
15. My planning time is respected by my school administrations/supervisors.	25	28	6		12	71	89.8%	10.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	24	26	14	2	70	41.2%	58.8%
17. In my school, student misbehavior interferes with learning.	46	20	3	4		73	90.4%	9.6%
18. Too much instructional time is spent administering assessments.	8	26	24	1	13	72	57.6%	42.4%
19. HCPSS professional development experiences are meaningful and worthwhile.		42	20	8	3	73	60.0%	40.0%
20. Increased workload has contributed to a decline in my morale.	7	21	29	11	5	73	41.2%	58.8%
21. I am paid fairly.	7	33	18	13		71	56.3%	43.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	12	47	9	3	2	73	83.1%	16.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	54	6	4	5	73	85.3%	14.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	18	48	3	2	2	73	93.0%	7.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	43	10	8	4	72	73.5%	26.5%
26. In my position, I receive appropriate and adequate support and training.	9	44	11	7	1	72	74.6%	25.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	22	41	4	71	6.0%	94.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	22	43	5	73	4.4%	95.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	13	19	33	5	72	22.4%	77.6%
30. At my school I spend most of my PIP time on non-instructional activities.	3	9	28	13	20	73	22.6%	77.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	10	37	6		20	73	88.7%	11.3%