

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	16	5			29	82.8%	17.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	17	6	2		29	72.4%	27.6%
3. I personally feel successful in my work.	9	17	3			29	89.7%	10.3%
4. I feel involved in decision-making at my school/worksite.	5	10	9	2	3	29	57.7%	42.3%
5. I want to be involved in decision-making at my school/worksite.	10	13	4		2	29	85.2%	14.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	6	10	8	3	1	28	59.3%	40.7%
7. In my school/worksite, I am treated as a professional.	10	14	5			29	82.8%	17.2%
8. There is good teamwork among staff in my school/worksite.	13	12	4			29	86.2%	13.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	18	4	1		29	82.8%	17.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	15	5	1		28	78.6%	21.4%
11. My work performance is evaluated fairly.	9	12	4	3	1	29	75.0%	25.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	15	7	3	1	28	63.0%	37.0%
13. I am provided adequate work and storage space to prepare for and do my job.	7	15	5	1	1	29	78.6%	21.4%
14. My administrators/supervisors respect the negotiated contracts.	8	19	2			29	93.1%	6.9%
15. My planning time is respected by my school administrations/supervisors.	6	13	4	1	5	29	79.2%	20.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	15	5	4	1	28	66.7%	33.3%
17. In my school, student misbehavior interferes with learning.	7	13	7	2		29	69.0%	31.0%
18. Too much instructional time is spent administering assessments.	6	12	7	1	3	29	69.2%	30.8%
19. HCPSS professional development experiences are meaningful and worthwhile.		16	9	2	2	29	59.3%	40.7%
20. Increased workload has contributed to a decline in my morale.	10	10	6	3		29	69.0%	31.0%
21. I am paid fairly.	1	13	10	5		29	48.3%	51.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	17	10	2			29	93.1%	6.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	22	2			29	93.1%	6.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	10	18				28	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	15	5		2	29	81.5%	18.5%
26. In my position, I receive appropriate and adequate support and training.	5	21	3			29	89.7%	10.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	6	20	1	29	7.1%	92.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		9	18	1	29	3.6%	96.4%
29. In the last 12 months, I have experienced harassing behavior from parents.		3	10	15	1	29	10.7%	89.3%
30. At my school I spend most of my PIP time on non-instructional activities.	3	4	10	3	8	28	35.0%	65.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	11	6		7	27	70.0%	30.0%