

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	22	6	11		46	63.0%	37.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	20	12	6		46	60.9%	39.1%
3. I personally feel successful in my work.	9	24	8	5		46	71.7%	28.3%
4. I feel involved in decision-making at my school/worksite.	8	23	7	5	2	45	72.1%	27.9%
5. I want to be involved in decision-making at my school/worksite.	17	25		1	3	46	97.7%	2.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	20	6	7	1	46	71.1%	28.9%
7. In my school/worksite, I am treated as a professional.	16	21	4	5		46	80.4%	19.6%
8. There is good teamwork among staff in my school/worksite.	10	27	5	4		46	80.4%	19.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	23	6	6	2	46	72.7%	27.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	20	10	7		46	63.0%	37.0%
11. My work performance is evaluated fairly.	14	24	6	2		46	82.6%	17.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	19	13	6	2	46	56.8%	43.2%
13. I am provided adequate work and storage space to prepare for and do my job.	14	22	1	7	2	46	81.8%	18.2%
14. My administrators/supervisors respect the negotiated contracts.	20	23	3			46	93.5%	6.5%
15. My planning time is respected by my school administrations/supervisors.	11	21	5	2	6	45	82.1%	17.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	19	12	4	2	45	62.8%	37.2%
17. In my school, student misbehavior interferes with learning.	33	11		1	1	46	97.8%	2.2%
18. Too much instructional time is spent administering assessments.	14	15	7	1	9	46	78.4%	21.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	17	18	6	2	46	45.5%	54.5%
20. Increased workload has contributed to a decline in my morale.	2	11	17	9	7	46	33.3%	66.7%
21. I am paid fairly.	4	17	15	10		46	45.7%	54.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	11	25	6	3	1	46	80.0%	20.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	30	5	2	3	46	83.7%	16.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	28	2	2		46	91.3%	8.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	23	9	4	1	46	71.1%	28.9%
26. In my position, I receive appropriate and adequate support and training.	9	28	5	3		45	82.2%	17.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	7	15	17	5	46	22.0%	78.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	3	17	19	5	46	12.2%	87.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	6	18	14	6	46	20.0%	80.0%
30. At my school I spend most of my PIP time on non-instructional activities.	2	8	12	4	20	46	38.5%	61.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	17	4	2	15	46	80.6%	19.4%