

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	48	19	9		82	65.9%	34.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	45	22	7		83	65.1%	34.9%
3. I personally feel successful in my work.	24	48	9	2		83	86.7%	13.3%
4. I feel involved in decision-making at my school/worksite.	9	39	24	8	3	83	60.0%	40.0%
5. I want to be involved in decision-making at my school/worksite.	15	49	10	3	6	83	83.1%	16.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	48	10	6		82	80.5%	19.5%
7. In my school/worksite, I am treated as a professional.	18	52	7	4		81	86.4%	13.6%
8. There is good teamwork among staff in my school/worksite.	18	43	16	5		82	74.4%	25.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	42	9	5	6	83	81.8%	18.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	22	48	11	2		83	84.3%	15.7%
11. My work performance is evaluated fairly.	18	48	11	5	1	83	80.5%	19.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	13	32	21	16	1	83	54.9%	45.1%
13. I am provided adequate work and storage space to prepare for and do my job.	24	48	8	3		83	86.7%	13.3%
14. My administrators/supervisors respect the negotiated contracts.	27	49	3	1	3	83	95.0%	5.0%
15. My planning time is respected by my school administrations/supervisors.	19	43	7	3	10	82	86.1%	13.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	34	28	9	8	83	50.7%	49.3%
17. In my school, student misbehavior interferes with learning.	4	45	24	5	5	83	62.8%	37.2%
18. Too much instructional time is spent administering assessments.	37	25	14	1	5	82	80.5%	19.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	24	28	20	6	82	36.8%	63.2%
20. Increased workload has contributed to a decline in my morale.	17	36	25	2	3	83	66.3%	33.8%
21. I am paid fairly.	2	37	23	20		82	47.6%	52.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	12	55	12	3	1	83	81.7%	18.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	7	52	17	3	4	83	74.7%	25.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	20	51	6	1	4	82	91.0%	9.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	47	18	4	5	82	71.4%	28.6%
26. In my position, I receive appropriate and adequate support and training.	11	49	18	2	2	82	75.0%	25.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	28	44	6	83	6.5%	93.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	6	30	41	5	83	9.0%	91.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	13	13	25	26	6	83	33.8%	66.2%
30. At my school I spend most of my PIP time on non-instructional activities.	8	10	39	9	15	81	27.3%	72.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	38	17	12	12	82	58.6%	41.4%