

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		9	20	6		35	25.7%	74.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	10	19	5		35	31.4%	68.6%
3. I personally feel successful in my work.	8	20	3	3		34	82.4%	17.6%
4. I feel involved in decision-making at my school/worksite.	2	11	12	10		35	37.1%	62.9%
5. I want to be involved in decision-making at my school/worksite.	7	24	3	1		35	88.6%	11.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	19	9	5		35	60.0%	40.0%
7. In my school/worksite, I am treated as a professional.	1	23	9	2		35	68.6%	31.4%
8. There is good teamwork among staff in my school/worksite.	1	16	14	3		34	50.0%	50.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	17	10	4	1	35	58.8%	41.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	19	15	1			35	97.1%	2.9%
11. My work performance is evaluated fairly.	3	26	5	1		35	82.9%	17.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		14	10	10	1	35	41.2%	58.8%
13. I am provided adequate work and storage space to prepare for and do my job.	7	23	2	3		35	85.7%	14.3%
14. My administrators/supervisors respect the negotiated contracts.	9	21	5			35	85.7%	14.3%
15. My planning time is respected by my school administrations/supervisors.	5	15	9	1	4	34	66.7%	33.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	16	7	4	4	35	64.5%	35.5%
17. In my school, student misbehavior interferes with learning.	1	9	19	6		35	28.6%	71.4%
18. Too much instructional time is spent administering assessments.	2	20	10	1	2	35	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	13	10		35	34.3%	65.7%
20. Increased workload has contributed to a decline in my morale.	12	13	9	1		35	71.4%	28.6%
21. I am paid fairly.	1	11	14	9		35	34.3%	65.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	22	4	1		35	85.7%	14.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	21	6	1	1	34	78.8%	21.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	16	4		2	33	87.1%	12.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	19	9	1	2	34	68.8%	31.3%
26. In my position, I receive appropriate and adequate support and training.	1	24	6	3		34	73.5%	26.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	12	8	14		35	37.1%	62.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	1	11	21		35	8.6%	91.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	8	7	14	2	35	36.4%	63.6%
30. At my school I spend most of my PIP time on non-instructional activities.	1	8	10	6	9	34	36.0%	64.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	13	9		9	34	64.0%	36.0%