

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	10	6	3		21	57.1%	42.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	8	7	5		21	42.9%	57.1%
3. I personally feel successful in my work.	3	15	2	1		21	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	2	5	9	5		21	33.3%	66.7%
5. I want to be involved in decision-making at my school/worksite.	5	14	2			21	90.5%	9.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.		6	9	6		21	28.6%	71.4%
7. In my school/worksite, I am treated as a professional.	3	14	3	1		21	81.0%	19.0%
8. There is good teamwork among staff in my school/worksite.	7	12	2			21	90.5%	9.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	14	3		1	21	85.0%	15.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	1	9	7	4		21	47.6%	52.4%
11. My work performance is evaluated fairly.	1	13	4	3		21	66.7%	33.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	6	10	4		21	33.3%	66.7%
13. I am provided adequate work and storage space to prepare for and do my job.	5	14	2			21	90.5%	9.5%
14. My administrators/supervisors respect the negotiated contracts.	5	15	1			21	95.2%	4.8%
15. My planning time is respected by my school administrations/supervisors.	4	15			2	21	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	11	6	1		20	65.0%	35.0%
17. In my school, student misbehavior interferes with learning.		10	10	1		21	47.6%	52.4%
18. Too much instructional time is spent administering assessments.	6	12	2	1		21	85.7%	14.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	4	11	4	1	21	25.0%	75.0%
20. Increased workload has contributed to a decline in my morale.	7	12	2			21	90.5%	9.5%
21. I am paid fairly.		14	6	1		21	66.7%	33.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	12				20	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	13	2			20	90.0%	10.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	13		1		20	95.0%	5.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	12	5		1	20	73.7%	26.3%
26. In my position, I receive appropriate and adequate support and training.	1	17	3			21	85.7%	14.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			13	5	3	21	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		15	2	3	21	5.6%	94.4%
29. In the last 12 months, I have experienced harassing behavior from parents.		8	8	4	1	21	40.0%	60.0%
30. At my school I spend most of my PIP time on non-instructional activities.	2	7	9	1	2	21	47.4%	52.6%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	17			1	20	100.0%	0.0%