

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	16	11	9		38	47.4%	52.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	15	10	11		39	46.2%	53.8%
3. I personally feel successful in my work.	11	19	8	1		39	76.9%	23.1%
4. I feel involved in decision-making at my school/worksite.	6	10	13	7	2	38	44.4%	55.6%
5. I want to be involved in decision-making at my school/worksite.	11	24	2		1	38	94.6%	5.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	14	12	8		39	48.7%	51.3%
7. In my school/worksite, I am treated as a professional.	7	17	12	3		39	61.5%	38.5%
8. There is good teamwork among staff in my school/worksite.	10	20	5	4		39	76.9%	23.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	15	6	6	5	39	64.7%	35.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	21	3	6	1	39	76.3%	23.7%
11. My work performance is evaluated fairly.	12	21	6			39	84.6%	15.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	11	16	5	1	39	44.7%	55.3%
13. I am provided adequate work and storage space to prepare for and do my job.	7	28	3	1		39	89.7%	10.3%
14. My administrators/supervisors respect the negotiated contracts.	12	19	5	2	1	39	81.6%	18.4%
15. My planning time is respected by my school administrations/supervisors.	8	19	5	2	5	39	79.4%	20.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	13	9	7	2	39	56.8%	43.2%
17. In my school, student misbehavior interferes with learning.	8	6	19	6		39	35.9%	64.1%
18. Too much instructional time is spent administering assessments.	7	18	9	4	1	39	65.8%	34.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	12	16	8	1	39	36.8%	63.2%
20. Increased workload has contributed to a decline in my morale.	14	12	7	4	2	39	70.3%	29.7%
21. I am paid fairly.	2	13	15	9		39	38.5%	61.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	16	19	2			37	94.6%	5.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	25	4		1	39	89.5%	10.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	20	4	1	1	39	86.8%	13.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	23	7	2	1	39	76.3%	23.7%
26. In my position, I receive appropriate and adequate support and training.	6	24	6	3		39	76.9%	23.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	5	12	18	2	38	16.7%	83.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		7	14	16	2	39	18.9%	81.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	16	15	2	39	16.2%	83.8%
30. At my school I spend most of my PIP time on non-instructional activities.	1	6	19	2	9	37	25.0%	75.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	22	2	3	9	39	83.3%	16.7%