

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	23	6	1		35	80.0%	20.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	22	5	3		35	77.1%	22.9%
3. I personally feel successful in my work.	10	21	4			35	88.6%	11.4%
4. I feel involved in decision-making at my school/worksite.	8	13	10	2		33	63.6%	36.4%
5. I want to be involved in decision-making at my school/worksite.	14	19	2			35	94.3%	5.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	16	5	2		35	80.0%	20.0%
7. In my school/worksite, I am treated as a professional.	15	16	3	1		35	88.6%	11.4%
8. There is good teamwork among staff in my school/worksite.	8	18	4	2	1	33	81.3%	18.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	18	3	1	3	35	87.5%	12.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	23	1		1	35	97.1%	2.9%
11. My work performance is evaluated fairly.	11	22	1	1		35	94.3%	5.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	16	4	7		35	68.6%	31.4%
13. I am provided adequate work and storage space to prepare for and do my job.	11	20	2			33	93.9%	6.1%
14. My administrators/supervisors respect the negotiated contracts.	12	19	4			35	88.6%	11.4%
15. My planning time is respected by my school administrations/supervisors.	12	11	4	1	7	35	82.1%	17.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	15	4		2	34	87.5%	12.5%
17. In my school, student misbehavior interferes with learning.	12	11	9	2	1	35	67.6%	32.4%
18. Too much instructional time is spent administering assessments.	5	16	11	1	1	34	63.6%	36.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	19	9	4	1	35	61.8%	38.2%
20. Increased workload has contributed to a decline in my morale.	10	12	8	2	2	34	68.8%	31.3%
21. I am paid fairly.	4	11	9	10		34	44.1%	55.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	16	17	1		1	35	97.1%	2.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	22	3	1		34	88.2%	11.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	18	3	1		34	88.2%	11.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	18	8	2	1	34	69.7%	30.3%
26. In my position, I receive appropriate and adequate support and training.	5	26	2	1		34	91.2%	8.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	10	19	1	35	14.7%	85.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	1	8	23	1	35	8.8%	91.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	5	9	15	1	35	29.4%	70.6%
30. At my school I spend most of my PIP time on non-instructional activities.	1	7	8	3	14	33	42.1%	57.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		20	2		11	33	90.9%	9.1%