

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	16	16		44	27.3%	72.7%
2. There is an atmosphere of open communication and trust in my school/worksite.		10	24	10		44	22.7%	77.3%
3. I personally feel successful in my work.	10	25	7	2		44	79.5%	20.5%
4. I feel involved in decision-making at my school/worksite.	1	14	17	9	3	44	36.6%	63.4%
5. I want to be involved in decision-making at my school/worksite.	13	27	1	1	2	44	95.2%	4.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	17	15	7		44	50.0%	50.0%
7. In my school/worksite, I am treated as a professional.	7	26	9	2		44	75.0%	25.0%
8. There is good teamwork among staff in my school/worksite.	5	24	11	3		43	67.4%	32.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	22	9	8	2	44	59.5%	40.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	1	18	11	14		44	43.2%	56.8%
11. My work performance is evaluated fairly.	8	28	6	2		44	81.8%	18.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		15	14	15		44	34.1%	65.9%
13. I am provided adequate work and storage space to prepare for and do my job.	6	28	8	2		44	77.3%	22.7%
14. My administrators/supervisors respect the negotiated contracts.	7	33	3	1		44	90.9%	9.1%
15. My planning time is respected by my school administrations/supervisors.	4	23	9	2	6	44	71.1%	28.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	18	14	5	3	44	53.7%	46.3%
17. In my school, student misbehavior interferes with learning.	8	12	12	10	1	43	47.6%	52.4%
18. Too much instructional time is spent administering assessments.	9	19	11	1	4	44	70.0%	30.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	20	14	8		43	48.8%	51.2%
20. Increased workload has contributed to a decline in my morale.	20	14	9		1	44	79.1%	20.9%
21. I am paid fairly.		16	16	12		44	36.4%	63.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	15	25	4			44	90.9%	9.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	33	5			44	88.6%	11.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	26	2	1	1	44	93.0%	7.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	27	11	3		44	68.2%	31.8%
26. In my position, I receive appropriate and adequate support and training.	2	23	14	5		44	56.8%	43.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	10	14	17		43	27.9%	72.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		4	17	23		44	9.1%	90.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	8	15	19		44	22.7%	77.3%
30. At my school I spend most of my PIP time on non-instructional activities.	2	15	14	5	8	44	47.2%	52.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	17	12	2	8	41	57.6%	42.4%