

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	14	34	6			54	88.9%	11.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	14	28	11	1		54	77.8%	22.2%
3. I personally feel successful in my work.	18	29	7			54	87.0%	13.0%
4. I feel involved in decision-making at my school/worksite.	12	28	13		1	54	75.5%	24.5%
5. I want to be involved in decision-making at my school/worksite.	10	34	4	2	4	54	88.0%	12.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	24	13	4		54	68.5%	31.5%
7. In my school/worksite, I am treated as a professional.	19	26	7	1		53	84.9%	15.1%
8. There is good teamwork among staff in my school/worksite.	26	24	4			54	92.6%	7.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	19	10	9	3	54	62.7%	37.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	28	8	9		54	68.5%	31.5%
11. My work performance is evaluated fairly.	15	27	8	4		54	77.8%	22.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	21	18	8	2	54	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	18	27	6	2		53	84.9%	15.1%
14. My administrators/supervisors respect the negotiated contracts.	20	29	3		2	54	94.2%	5.8%
15. My planning time is respected by my school administrations/supervisors.	17	22	6	1	8	54	84.8%	15.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	18	12	10	3	54	56.9%	43.1%
17. In my school, student misbehavior interferes with learning.	13	20	15	4	2	54	63.5%	36.5%
18. Too much instructional time is spent administering assessments.	14	23	5	4	8	54	80.4%	19.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	19	13	12	5	54	49.0%	51.0%
20. Increased workload has contributed to a decline in my morale.	9	24	13	5	3	54	64.7%	35.3%
21. I am paid fairly.	5	18	22	9		54	42.6%	57.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	14	36	1	2		53	94.3%	5.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	38	6	1	3	54	86.3%	13.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	36	1	1		52	96.2%	3.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	30	16	1	2	54	67.3%	32.7%
26. In my position, I receive appropriate and adequate support and training.	12	30	11			53	79.2%	20.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	14	30	2	53	13.7%	86.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	16	33	2	54	5.8%	94.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	15	16	19	1	54	34.0%	66.0%
30. At my school I spend most of my PIP time on non-instructional activities.	2	12	16	10	13	53	35.0%	65.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	23	6	4	13	54	75.6%	24.4%