

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	61	11	3		85	83.5%	16.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	53	17	4		85	75.3%	24.7%
3. I personally feel successful in my work.	21	50	9	4		84	84.5%	15.5%
4. I feel involved in decision-making at my school/worksite.	10	37	24	11	2	84	57.3%	42.7%
5. I want to be involved in decision-making at my school/worksite.	19	49	11	1	5	85	85.0%	15.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	35	29	5		84	59.5%	40.5%
7. In my school/worksite, I am treated as a professional.	30	40	9	5	1	85	83.3%	16.7%
8. There is good teamwork among staff in my school/worksite.	24	46	11	3		84	83.3%	16.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	37	17	3	11	84	72.6%	27.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	48	12	11		85	72.9%	27.1%
11. My work performance is evaluated fairly.	27	43	11	3	1	85	83.3%	16.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	22	19	30	3	85	40.2%	59.8%
13. I am provided adequate work and storage space to prepare for and do my job.	25	41	12	5	1	84	79.5%	20.5%
14. My administrators/supervisors respect the negotiated contracts.	32	46	4	3		85	91.8%	8.2%
15. My planning time is respected by my school administrations/supervisors.	20	32	17	6	10	85	69.3%	30.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	37	16	10	10	84	64.9%	35.1%
17. In my school, student misbehavior interferes with learning.	15	37	20	8	5	85	65.0%	35.0%
18. Too much instructional time is spent administering assessments.	28	28	17	4	8	85	72.7%	27.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	18	29	32	1	85	27.4%	72.6%
20. Increased workload has contributed to a decline in my morale.	34	21	21	4	4	84	68.8%	31.3%
21. I am paid fairly.	1	31	32	21		85	37.6%	62.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	12	56	8	8	1	85	81.0%	19.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	64	7	6	1	84	84.3%	15.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	28	49	5	3		85	90.6%	9.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	43	17	10	3	85	67.1%	32.9%
26. In my position, I receive appropriate and adequate support and training.	8	49	23	5		85	67.1%	32.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	6	5	20	48	6	85	13.9%	86.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	3	19	53	5	85	10.0%	90.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	10	18	26	26	4	84	35.0%	65.0%
30. At my school I spend most of my PIP time on non-instructional activities.	16	21	22	6	19	84	56.9%	43.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	36	19	8	16	84	60.3%	39.7%