

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	9	35	9	2	1	56	80.0%	20.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	32	13	4		56	69.6%	30.4%
3. I personally feel successful in my work.	21	31	4			56	92.9%	7.1%
4. I feel involved in decision-making at my school/worksite.	8	22	17	8	1	56	54.5%	45.5%
5. I want to be involved in decision-making at my school/worksite.	16	34	4			54	92.6%	7.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	25	16	4	1	56	63.6%	36.4%
7. In my school/worksite, I am treated as a professional.	23	26	7			56	87.5%	12.5%
8. There is good teamwork among staff in my school/worksite.	23	25	8			56	85.7%	14.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	23	6	2	5	56	84.3%	15.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	19	24	9	4		56	76.8%	23.2%
11. My work performance is evaluated fairly.	18	28	9	1		56	82.1%	17.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	25	11	6	3	56	67.9%	32.1%
13. I am provided adequate work and storage space to prepare for and do my job.	23	26	4	2		55	89.1%	10.9%
14. My administrators/supervisors respect the negotiated contracts.	30	24	2			56	96.4%	3.6%
15. My planning time is respected by my school administrations/supervisors.	24	26	1		3	54	98.0%	2.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	25	13	3	6	56	68.0%	32.0%
17. In my school, student misbehavior interferes with learning.	3	8	21	19	5	56	21.6%	78.4%
18. Too much instructional time is spent administering assessments.	19	19	11		7	56	77.6%	22.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	21	14	13	4	56	48.1%	51.9%
20. Increased workload has contributed to a decline in my morale.	14	19	17	3	3	56	62.3%	37.7%
21. I am paid fairly.	5	20	22	9		56	44.6%	55.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	10	36	8	1	1	56	83.6%	16.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	41	6	1	1	55	87.0%	13.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	41				55	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	14	31	6	3	1	55	83.3%	16.7%
26. In my position, I receive appropriate and adequate support and training.	14	32	9		1	56	83.6%	16.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	21	28	3	55	5.8%	94.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	2	20	29	3	56	7.5%	92.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	15	18	16	2	56	37.0%	63.0%
30. At my school I spend most of my PIP time on non-instructional activities.	1	15	27	3	9	55	34.8%	65.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	11	25	7	3	8	54	78.3%	21.7%