

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	27	11	3		48	70.8%	29.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	24	14	2	1	49	66.7%	33.3%
3. I personally feel successful in my work.	8	32	7	2		49	81.6%	18.4%
4. I feel involved in decision-making at my school/worksite.	3	27	11	6	2	49	63.8%	36.2%
5. I want to be involved in decision-making at my school/worksite.	13	33	2			48	95.8%	4.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	8	26	10	4		48	70.8%	29.2%
7. In my school/worksite, I am treated as a professional.	15	28	5	1		49	87.8%	12.2%
8. There is good teamwork among staff in my school/worksite.	10	27	8	4		49	75.5%	24.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	22	9	2	6	48	73.8%	26.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	20	25	2	2		49	91.8%	8.2%
11. My work performance is evaluated fairly.	14	30	1	1	2	48	95.7%	4.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	22	13	7	3	49	56.5%	43.5%
13. I am provided adequate work and storage space to prepare for and do my job.	14	28	5	1	1	49	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	24	23	2			49	95.9%	4.1%
15. My planning time is respected by my school administrations/supervisors.	16	23	3		7	49	92.9%	7.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	26	6	4	2	48	78.3%	21.7%
17. In my school, student misbehavior interferes with learning.	9	18	15	4	3	49	58.7%	41.3%
18. Too much instructional time is spent administering assessments.	6	28	8	1	5	48	79.1%	20.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	21	15	9	1	48	48.9%	51.1%
20. Increased workload has contributed to a decline in my morale.	10	25	9	3	2	49	74.5%	25.5%
21. I am paid fairly.	2	11	21	14		48	27.1%	72.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	21	4	1	1	49	89.6%	10.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	10	30	7	1	1	49	83.3%	16.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	18	26	4		1	49	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	30	4	3	2	47	84.4%	15.6%
26. In my position, I receive appropriate and adequate support and training.	5	34	7	1		47	83.0%	17.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	22	17	3	47	11.4%	88.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		4	17	24	4	49	8.9%	91.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	9	18	16	4	49	24.4%	75.6%
30. At my school I spend most of my PIP time on non-instructional activities.	2	4	22	7	13	48	17.1%	82.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	27	3	5	11	49	78.9%	21.1%