

Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	9		2		16	87.5%	12.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	10		1		16	93.8%	6.3%
3. I personally feel successful in my work.	7	8	1			16	93.8%	6.3%
4. I feel involved in decision-making at my school/worksite.	3	9		4		16	75.0%	25.0%
5. I want to be involved in decision-making at my school/worksite.	7	9				16	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	10	1	1		16	87.5%	12.5%
7. In my school/worksite, I am treated as a professional.	7	9				16	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	6	9		1		16	93.8%	6.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.		3			13	16	100.0%	0.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	5	1	5		16	62.5%	37.5%
11. My work performance is evaluated fairly.	5	8	2		1	16	86.7%	13.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	7	1	3	1	16	73.3%	26.7%
13. I am provided adequate work and storage space to prepare for and do my job.	7	7	1	1		16	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	7	6	2	1		16	81.3%	18.8%
15. My planning time is respected by my school administrations/supervisors.	3	3	1		9	16	85.7%	14.3%
16. In my school, administrators/supervisors support me in enforcing discipline.		1			15	16	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.	1		1		14	16	50.0%	50.0%
18. Too much instructional time is spent administering assessments.		1	1		14	16	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	8	2	2	2	16	71.4%	28.6%
20. Increased workload has contributed to a decline in my morale.	2	4	5	4	1	16	40.0%	60.0%
21. I am paid fairly.	1	7	4	4		16	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	10	2			16	87.5%	12.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	8		4	2	15	69.2%	30.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	3	12		1		16	93.8%	6.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	6	3	3		16	62.5%	37.5%
26. In my position, I receive appropriate and adequate support and training.	3	10	2	1		16	81.3%	18.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	10	3	1	15	7.1%	92.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		11	2	2	16	7.1%	92.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	1	7	3	3	16	23.1%	76.9%
30. At my school I spend most of my PIP time on non-instructional activities.				1	15	16	0.0%	100.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.				1	15	16	0.0%	100.0%