

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	31	6	7		50	74.0%	26.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	26	10	7		50	66.0%	34.0%
3. I personally feel successful in my work.	17	20	10	3		50	74.0%	26.0%
4. I feel involved in decision-making at my school/worksite.	10	23	12	3	2	50	68.8%	31.3%
5. I want to be involved in decision-making at my school/worksite.	13	26	8	2	1	50	79.6%	20.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	22	7	5		50	76.0%	24.0%
7. In my school/worksite, I am treated as a professional.	23	20	3	3		49	87.8%	12.2%
8. There is good teamwork among staff in my school/worksite.	10	28	11	1		50	76.0%	24.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	26	4	5	2	49	80.9%	19.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	19	22	8	1		50	82.0%	18.0%
11. My work performance is evaluated fairly.	17	28	3	1	1	50	91.8%	8.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	16	18	7		50	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	19	28	3			50	94.0%	6.0%
14. My administrators/supervisors respect the negotiated contracts.	20	27	1	1	1	50	95.9%	4.1%
15. My planning time is respected by my school administrations/supervisors.	15	20	9	3	3	50	74.5%	25.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	23	10	8	1	50	63.3%	36.7%
17. In my school, student misbehavior interferes with learning.	20	23	4	3		50	86.0%	14.0%
18. Too much instructional time is spent administering assessments.	7	20	19	2	2	50	56.3%	43.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	7	16	20	7		50	46.0%	54.0%
20. Increased workload has contributed to a decline in my morale.	8	13	16	11	2	50	43.8%	56.3%
21. I am paid fairly.	6	19	14	11		50	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	23	19	5	1	1	49	87.5%	12.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	36	8			50	84.0%	16.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	16	29	5			50	90.0%	10.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	27	9	4	2	49	72.3%	27.7%
26. In my position, I receive appropriate and adequate support and training.	12	24	10	3	1	50	73.5%	26.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	13	29	3	50	10.6%	89.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	1	12	31	2	50	10.4%	89.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	11	14	18	2	50	33.3%	66.7%
30. At my school I spend most of my PIP time on non-instructional activities.	4	12	16	4	14	50	44.4%	55.6%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	9	25	3		12	49	91.9%	8.1%