

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	23	8			41	80.5%	19.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	23	5			40	87.5%	12.5%
3. I personally feel successful in my work.	12	24	4	1		41	87.8%	12.2%
4. I feel involved in decision-making at my school/worksite.	11	19	7	2	2	41	76.9%	23.1%
5. I want to be involved in decision-making at my school/worksite.	9	26	5		1	41	87.5%	12.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	22	3	1		41	90.2%	9.8%
7. In my school/worksite, I am treated as a professional.	19	17	4	1		41	87.8%	12.2%
8. There is good teamwork among staff in my school/worksite.	20	18	2			40	95.0%	5.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	24	3	3	2	41	84.6%	15.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	23	7	5		41	70.7%	29.3%
11. My work performance is evaluated fairly.	17	21	3			41	92.7%	7.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	13	15	4	2	41	51.3%	48.7%
13. I am provided adequate work and storage space to prepare for and do my job.	10	21	7	2		40	77.5%	22.5%
14. My administrators/supervisors respect the negotiated contracts.	18	18	3	1		40	90.0%	10.0%
15. My planning time is respected by my school administrations/supervisors.	12	15	5	2	7	41	79.4%	20.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	18	10	4	1	41	65.0%	35.0%
17. In my school, student misbehavior interferes with learning.	21	14	3	1	2	41	89.7%	10.3%
18. Too much instructional time is spent administering assessments.	9	17	7	2	5	40	74.3%	25.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	17	11	7	2	41	53.8%	46.2%
20. Increased workload has contributed to a decline in my morale.	9	18	8	4	2	41	69.2%	30.8%
21. I am paid fairly.		15	21	5		41	36.6%	63.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	17	2			41	95.1%	4.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	7	28	3	1	2	41	89.7%	10.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	14	24	2		1	41	95.0%	5.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	19	9	1	2	40	73.7%	26.3%
26. In my position, I receive appropriate and adequate support and training.	7	27	7			41	82.9%	17.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	13	25		41	7.3%	92.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	1	10	27	1	41	7.5%	92.5%
29. In the last 12 months, I have experienced harassing behavior from parents.		4	16	21		41	9.8%	90.2%
30. At my school I spend most of my PIP time on non-instructional activities.	2	8	9	5	15	39	41.7%	58.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	10	6	1	17	39	68.2%	31.8%