

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	31	9			45	80.0%	20.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	22	16	2		45	60.0%	40.0%
3. I personally feel successful in my work.	17	27		1		45	97.8%	2.2%
4. I feel involved in decision-making at my school/worksite.	4	18	15	5	3	45	52.4%	47.6%
5. I want to be involved in decision-making at my school/worksite.	6	30	6		3	45	85.7%	14.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	20	11	7		45	60.0%	40.0%
7. In my school/worksite, I am treated as a professional.	17	23	2	3		45	88.9%	11.1%
8. There is good teamwork among staff in my school/worksite.	14	23	6	2		45	82.2%	17.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	18	21	2	1	3	45	92.9%	7.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	21	20	2	2		45	91.1%	8.9%
11. My work performance is evaluated fairly.	13	32				45	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	21	10	6	3	45	61.9%	38.1%
13. I am provided adequate work and storage space to prepare for and do my job.	19	20	2	3	1	45	88.6%	11.4%
14. My administrators/supervisors respect the negotiated contracts.	19	23		2	1	45	95.5%	4.5%
15. My planning time is respected by my school administrations/supervisors.	13	21	4	1	6	45	87.2%	12.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	26	2	2	4	44	90.0%	10.0%
17. In my school, student misbehavior interferes with learning.	1	4	16	20	4	45	12.2%	87.8%
18. Too much instructional time is spent administering assessments.	16	18	8		3	45	81.0%	19.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	12	16	11	2	45	37.2%	62.8%
20. Increased workload has contributed to a decline in my morale.	12	19	8	2	4	45	75.6%	24.4%
21. I am paid fairly.	1	16	19	9		45	37.8%	62.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	19	25	1	1		46	95.7%	4.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	10	31	4			45	91.1%	8.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	22	20	3			45	93.3%	6.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	27	9	1	1	45	77.3%	22.7%
26. In my position, I receive appropriate and adequate support and training.	9	33	2	1		45	93.3%	6.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	2	14	23	4	45	9.8%	90.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	16	22	4	45	7.3%	92.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	10	18	11	4	45	29.3%	70.7%
30. At my school I spend most of my PIP time on non-instructional activities.	3	5	20	8	8	44	22.2%	77.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	22	11	4	6	45	61.5%	38.5%