

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	25				35	100.0%	0.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	21	2			35	94.3%	5.7%
3. I personally feel successful in my work.	9	25	1			35	97.1%	2.9%
4. I feel involved in decision-making at my school/worksite.	5	23	6	1		35	80.0%	20.0%
5. I want to be involved in decision-making at my school/worksite.	10	21	4			35	88.6%	11.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	21	2	1		35	91.4%	8.6%
7. In my school/worksite, I am treated as a professional.	19	14	1			34	97.1%	2.9%
8. There is good teamwork among staff in my school/worksite.	16	17	1	1		35	94.3%	5.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	10	6	2	4	35	74.2%	25.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	3	18	5	7	2	35	63.6%	36.4%
11. My work performance is evaluated fairly.	14	19			2	35	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	20	6	5		35	68.6%	31.4%
13. I am provided adequate work and storage space to prepare for and do my job.	10	21	2	1	1	35	91.2%	8.8%
14. My administrators/supervisors respect the negotiated contracts.	19	15	1			35	97.1%	2.9%
15. My planning time is respected by my school administrations/supervisors.	14	16	4		1	35	88.2%	11.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	18	2		2	35	93.9%	6.1%
17. In my school, student misbehavior interferes with learning.	3	11	16	5		35	40.0%	60.0%
18. Too much instructional time is spent administering assessments.	5	16	10	1	3	35	65.6%	34.4%
19. HCPSS professional development experiences are meaningful and worthwhile.		15	14	6		35	42.9%	57.1%
20. Increased workload has contributed to a decline in my morale.	9	11	12	2	1	35	58.8%	41.2%
21. I am paid fairly.		14	14	6		34	41.2%	58.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	18	16	1			35	97.1%	2.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	27	5			35	85.7%	14.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	12	22		1		35	97.1%	2.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	27	5	1	1	35	82.4%	17.6%
26. In my position, I receive appropriate and adequate support and training.	6	21	6	1		34	79.4%	20.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	10	22		35	8.6%	91.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	10	23		35	5.7%	94.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	6	11	16		35	22.9%	77.1%
30. At my school I spend most of my PIP time on non-instructional activities.		7	11	5	12	35	30.4%	69.6%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	15	5	1	12	35	73.9%	26.1%