

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	27	4	1		37	86.5%	13.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	19	5	1		37	83.8%	16.2%
3. I personally feel successful in my work.	15	20	2			37	94.6%	5.4%
4. I feel involved in decision-making at my school/worksite.	9	15	8	5		37	64.9%	35.1%
5. I want to be involved in decision-making at my school/worksite.	13	24				37	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	21	2	1		37	91.9%	8.1%
7. In my school/worksite, I am treated as a professional.	17	17	1	1		36	94.4%	5.6%
8. There is good teamwork among staff in my school/worksite.	13	19	5			37	86.5%	13.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	14	5	1	2	37	82.9%	17.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	21	5	4		37	75.7%	24.3%
11. My work performance is evaluated fairly.	19	15	2		1	37	94.4%	5.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	20	7	2		36	75.0%	25.0%
13. I am provided adequate work and storage space to prepare for and do my job.	10	21	6			37	83.8%	16.2%
14. My administrators/supervisors respect the negotiated contracts.	22	14		1		37	97.3%	2.7%
15. My planning time is respected by my school administrations/supervisors.	19	14	1	1	2	37	94.3%	5.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	17	5	3		37	78.4%	21.6%
17. In my school, student misbehavior interferes with learning.	17	14	6			37	83.8%	16.2%
18. Too much instructional time is spent administering assessments.	8	11	15	2	1	37	52.8%	47.2%
19. HCPSS professional development experiences are meaningful and worthwhile.		23	11	3		37	62.2%	37.8%
20. Increased workload has contributed to a decline in my morale.	6	12	17	2		37	48.6%	51.4%
21. I am paid fairly.	2	17	11	7		37	51.4%	48.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	12	23	1	1		37	94.6%	5.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	7	25	4	1		37	86.5%	13.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	12	25				37	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	23	5			37	86.5%	13.5%
26. In my position, I receive appropriate and adequate support and training.	10	20	5	2		37	81.1%	18.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	2	8	24	1	37	11.1%	88.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	9	24	1	35	2.9%	97.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	12	18	1	37	16.7%	83.3%
30. At my school I spend most of my PIP time on non-instructional activities.		3	18	5	10	36	11.5%	88.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	19	4	3	10	37	74.1%	25.9%