

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	15	3	2		21	76.2%	23.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	15	2	1		21	85.7%	14.3%
3. I personally feel successful in my work.	7	10	2	2		21	81.0%	19.0%
4. I feel involved in decision-making at my school/worksite.	2	13	5	1		21	71.4%	28.6%
5. I want to be involved in decision-making at my school/worksite.	9	10	2			21	90.5%	9.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	14	2	1		21	85.7%	14.3%
7. In my school/worksite, I am treated as a professional.	8	10	2	1		21	85.7%	14.3%
8. There is good teamwork among staff in my school/worksite.	5	10	4	2		21	71.4%	28.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	14	2	1	1	20	84.2%	15.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.		15	5	1		21	71.4%	28.6%
11. My work performance is evaluated fairly.	2	14	2	2	1	21	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	7	7	6		21	38.1%	61.9%
13. I am provided adequate work and storage space to prepare for and do my job.	7	8	4	2		21	71.4%	28.6%
14. My administrators/supervisors respect the negotiated contracts.	7	10	3	1		21	81.0%	19.0%
15. My planning time is respected by my school administrations/supervisors.	3	8	3	2	5	21	68.8%	31.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	12	3		2	20	83.3%	16.7%
17. In my school, student misbehavior interferes with learning.	14	5	1		1	21	95.0%	5.0%
18. Too much instructional time is spent administering assessments.	6	9	3		3	21	83.3%	16.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	14	2	3		21	76.2%	23.8%
20. Increased workload has contributed to a decline in my morale.	4	11	4	1	1	21	75.0%	25.0%
21. I am paid fairly.	2	8	5	5	1	21	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	9	2		1	20	89.5%	10.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	15	2		1	20	89.5%	10.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	7	12			1	20	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	10	5	2		20	65.0%	35.0%
26. In my position, I receive appropriate and adequate support and training.	5	10	6			21	71.4%	28.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1		6	12	2	21	5.3%	94.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	5	13	2	21	5.3%	94.7%
29. In the last 12 months, I have experienced harassing behavior from parents.		3	9	7	2	21	15.8%	84.2%
30. At my school I spend most of my PIP time on non-instructional activities.	1	3	6	2	8	20	33.3%	66.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		12	2	1	6	21	80.0%	20.0%