

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	23	13	6		44	56.8%	43.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	26	10	5		44	65.9%	34.1%
3. I personally feel successful in my work.	11	25	5	3		44	81.8%	18.2%
4. I feel involved in decision-making at my school/worksite.	5	21	11	5	2	44	61.9%	38.1%
5. I want to be involved in decision-making at my school/worksite.	17	25		1	1	44	97.7%	2.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	22	8	3		43	74.4%	25.6%
7. In my school/worksite, I am treated as a professional.	15	20	6	3		44	79.5%	20.5%
8. There is good teamwork among staff in my school/worksite.	7	26	8	3		44	75.0%	25.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	25	5	2	2	43	82.9%	17.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	23	8	5		44	70.5%	29.5%
11. My work performance is evaluated fairly.	17	23	1	2		43	93.0%	7.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	15	11	9	1	44	53.5%	46.5%
13. I am provided adequate work and storage space to prepare for and do my job.	16	23	5			44	88.6%	11.4%
14. My administrators/supervisors respect the negotiated contracts.	18	23	1	1		43	95.3%	4.7%
15. My planning time is respected by my school administrations/supervisors.	13	25	3		3	44	92.7%	7.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	18	14	8	1	44	48.8%	51.2%
17. In my school, student misbehavior interferes with learning.	33	8	1	2		44	93.2%	6.8%
18. Too much instructional time is spent administering assessments.	3	18	16	3	4	44	52.5%	47.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	23	12	4	1	44	62.8%	37.2%
20. Increased workload has contributed to a decline in my morale.	9	17	16	1	1	44	60.5%	39.5%
21. I am paid fairly.	4	15	14	11		44	43.2%	56.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	22				44	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	12	28	4			44	90.9%	9.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	13	26	3	1	1	44	90.7%	9.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	28	6	2	2	44	81.0%	19.0%
26. In my position, I receive appropriate and adequate support and training.	6	28	8	2		44	77.3%	22.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	1	20	19		43	9.3%	90.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			18	26		44	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	7	19	13		44	27.3%	72.7%
30. At my school I spend most of my PIP time on non-instructional activities.		9	17	4	13	43	30.0%	70.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	24	5	3	10	44	76.5%	23.5%