

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	29	6			45	86.7%	13.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	27	7			45	84.4%	15.6%
3. I personally feel successful in my work.	17	25	3			45	93.3%	6.7%
4. I feel involved in decision-making at my school/worksite.	16	21	7	1		45	82.2%	17.8%
5. I want to be involved in decision-making at my school/worksite.	16	24	5			45	88.9%	11.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	14	23	7	1		45	82.2%	17.8%
7. In my school/worksite, I am treated as a professional.	21	23	1			45	97.8%	2.2%
8. There is good teamwork among staff in my school/worksite.	20	22	2	1		45	93.3%	6.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	24	7		1	45	84.1%	15.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	20	12	4		45	64.4%	35.6%
11. My work performance is evaluated fairly.	19	23	3			45	93.3%	6.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	20	11	5	1	45	63.6%	36.4%
13. I am provided adequate work and storage space to prepare for and do my job.	13	18	9	5		45	68.9%	31.1%
14. My administrators/supervisors respect the negotiated contracts.	26	19				45	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	17	17	2	2	7	45	89.5%	10.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	26	2		2	45	95.3%	4.7%
17. In my school, student misbehavior interferes with learning.	4	23	12	5		44	61.4%	38.6%
18. Too much instructional time is spent administering assessments.	6	16	18	1	3	44	53.7%	46.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	24	11	6		45	62.2%	37.8%
20. Increased workload has contributed to a decline in my morale.	7	17	15	4	2	45	55.8%	44.2%
21. I am paid fairly.	2	13	21	8		44	34.1%	65.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	19	25	1			45	97.8%	2.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	33	4	1	2	44	88.1%	11.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	14	27	2	1		44	93.2%	6.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	25	8	1	1	45	79.5%	20.5%
26. In my position, I receive appropriate and adequate support and training.	11	25	9			45	80.0%	20.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	14	23	2	45	14.0%	86.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	11	29	4	45	2.4%	97.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	17	19	3	45	14.3%	85.7%
30. At my school I spend most of my PIP time on non-instructional activities.		6	20	3	16	45	20.7%	79.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	27	1	1	13	45	93.8%	6.3%