

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	9	36	13	2		60	75.0%	25.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	31	20	3		61	62.3%	37.7%
3. I personally feel successful in my work.	18	37	4	2		61	90.2%	9.8%
4. I feel involved in decision-making at my school/worksite.	11	30	15	5		61	67.2%	32.8%
5. I want to be involved in decision-making at my school/worksite.	11	36	10	2	2	61	79.7%	20.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	25	14	8	1	61	63.3%	36.7%
7. In my school/worksite, I am treated as a professional.	22	31	5	3		61	86.9%	13.1%
8. There is good teamwork among staff in my school/worksite.	39	21		1		61	98.4%	1.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	28	8	1		60	85.0%	15.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	25	18	14	4		61	70.5%	29.5%
11. My work performance is evaluated fairly.	19	38	3	1		61	93.4%	6.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	29	15	10		61	59.0%	41.0%
13. I am provided adequate work and storage space to prepare for and do my job.	29	24	4	4		61	86.9%	13.1%
14. My administrators/supervisors respect the negotiated contracts.	36	22	2		1	61	96.7%	3.3%
15. My planning time is respected by my school administrations/supervisors.	29	19	2	1	9	60	94.1%	5.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	28	11	2	3	61	77.6%	22.4%
17. In my school, student misbehavior interferes with learning.	15	26	14	3	2	60	70.7%	29.3%
18. Too much instructional time is spent administering assessments.	6	21	23	6	4	60	48.2%	51.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	12	32	10	2	4	60	78.6%	21.4%
20. Increased workload has contributed to a decline in my morale.	7	23	22	5	4	61	52.6%	47.4%
21. I am paid fairly.	8	28	23	2		61	59.0%	41.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	29	4	1		61	91.8%	8.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	40	10	1	1	61	81.7%	18.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	21	35	1	2	1	60	94.9%	5.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	38	6	3	2	61	84.7%	15.3%
26. In my position, I receive appropriate and adequate support and training.	17	31	9	2	1	60	81.4%	18.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	13	38	4	60	8.9%	91.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	17	34	4	60	8.9%	91.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	10	23	22	5	61	19.6%	80.4%
30. At my school I spend most of my PIP time on non-instructional activities.	3	16	22	5	14	60	41.3%	58.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	14	29	3	1	12	59	91.5%	8.5%