

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	36	10	4		58	75.9%	24.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	37	8	3		58	81.0%	19.0%
3. I personally feel successful in my work.	15	35	9			59	84.7%	15.3%
4. I feel involved in decision-making at my school/worksite.	11	27	15	6		59	64.4%	35.6%
5. I want to be involved in decision-making at my school/worksite.	17	39	3			59	94.9%	5.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	34	8	4		59	79.7%	20.3%
7. In my school/worksite, I am treated as a professional.	24	31	1	3		59	93.2%	6.8%
8. There is good teamwork among staff in my school/worksite.	23	30	3	3		59	89.8%	10.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	32	5	6	4	58	79.6%	20.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	25	13	9		59	62.7%	37.3%
11. My work performance is evaluated fairly.	25	26	7	1		59	86.4%	13.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	30	8	12		58	65.5%	34.5%
13. I am provided adequate work and storage space to prepare for and do my job.	17	38	1	2		58	94.8%	5.2%
14. My administrators/supervisors respect the negotiated contracts.	24	27	6	2		59	86.4%	13.6%
15. My planning time is respected by my school administrations/supervisors.	18	26	5	3	6	58	84.6%	15.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	24	9	5	6	59	73.6%	26.4%
17. In my school, student misbehavior interferes with learning.	17	25	12	1	3	58	76.4%	23.6%
18. Too much instructional time is spent administering assessments.	10	21	16	4	8	59	60.8%	39.2%
19. HCPSS professional development experiences are meaningful and worthwhile.		26	23	10		59	44.1%	55.9%
20. Increased workload has contributed to a decline in my morale.	13	18	23	4	1	59	53.4%	46.6%
21. I am paid fairly.	1	23	23	12		59	40.7%	59.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	27	2		1	57	96.4%	3.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	10	39	9		1	59	84.5%	15.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	20	33	5		1	59	91.4%	8.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	35	10	2	1	58	78.9%	21.1%
26. In my position, I receive appropriate and adequate support and training.	11	32	13	3		59	72.9%	27.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	8	16	34		59	15.3%	84.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	18	40		59	1.7%	98.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	4	23	28		58	12.1%	87.9%
30. At my school I spend most of my PIP time on non-instructional activities.	2	8	22	8	19	59	25.0%	75.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	30	6	3	18	59	78.0%	22.0%