

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	23	11				34	100.0%	0.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	18	15	1			34	97.1%	2.9%
3. I personally feel successful in my work.	13	20	1			34	97.1%	2.9%
4. I feel involved in decision-making at my school/worksite.	13	18	1	1	1	34	93.9%	6.1%
5. I want to be involved in decision-making at my school/worksite.	13	16	1		4	34	96.7%	3.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	18	13	2			33	93.9%	6.1%
7. In my school/worksite, I am treated as a professional.	23	10	1			34	97.1%	2.9%
8. There is good teamwork among staff in my school/worksite.	20	13	1			34	97.1%	2.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	15	1	1	3	34	93.5%	6.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	19	3	3		34	82.4%	17.6%
11. My work performance is evaluated fairly.	20	12	1	1		34	94.1%	5.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	11	10	6		34	52.9%	47.1%
13. I am provided adequate work and storage space to prepare for and do my job.	15	14	2	3		34	85.3%	14.7%
14. My administrators/supervisors respect the negotiated contracts.	26	7	1			34	97.1%	2.9%
15. My planning time is respected by my school administrations/supervisors.	20	6	1	1	6	34	92.9%	7.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	18	9	2	1	4	34	90.0%	10.0%
17. In my school, student misbehavior interferes with learning.	6	16	7	1	4	34	73.3%	26.7%
18. Too much instructional time is spent administering assessments.	11	10	4		8	33	84.0%	16.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	14	13	5		33	45.5%	54.5%
20. Increased workload has contributed to a decline in my morale.	6	9	15	4		34	44.1%	55.9%
21. I am paid fairly.	3	9	15	7		34	35.3%	64.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	19	15				34	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	24	4		2	34	87.5%	12.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	10	21	2	1		34	91.2%	8.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	17	4	2	2	34	81.3%	18.8%
26. In my position, I receive appropriate and adequate support and training.	12	15	6			33	81.8%	18.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	11	20	1	34	6.1%	93.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			10	23	1	34	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		8	12	12	2	34	25.0%	75.0%
30. At my school I spend most of my PIP time on non-instructional activities.		5	10	7	12	34	22.7%	77.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	17			15	34	100.0%	0.0%