

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		12	5	3		20	60.0%	40.0%
2. There is an atmosphere of open communication and trust in my school/worksite.		14	4	2		20	70.0%	30.0%
3. I personally feel successful in my work.	5	11	4			20	80.0%	20.0%
4. I feel involved in decision-making at my school/worksite.	1	8	11			20	45.0%	55.0%
5. I want to be involved in decision-making at my school/worksite.	2	15	1	2		20	85.0%	15.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.		12	6	2		20	60.0%	40.0%
7. In my school/worksite, I am treated as a professional.	4	11	4			19	78.9%	21.1%
8. There is good teamwork among staff in my school/worksite.	1	9	7	1		18	55.6%	44.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.		14	2	1	2	19	82.4%	17.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	14	1			20	95.0%	5.0%
11. My work performance is evaluated fairly.	3	13	4			20	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	7	5	7		20	40.0%	60.0%
13. I am provided adequate work and storage space to prepare for and do my job.	7	12	1			20	95.0%	5.0%
14. My administrators/supervisors respect the negotiated contracts.	2	14	2			18	88.9%	11.1%
15. My planning time is respected by my school administrations/supervisors.		13	5		2	20	72.2%	27.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	12	2	3		19	73.7%	26.3%
17. In my school, student misbehavior interferes with learning.	1	7	8	2	1	19	44.4%	55.6%
18. Too much instructional time is spent administering assessments.	4	7	4		5	20	73.3%	26.7%
19. HCPSS professional development experiences are meaningful and worthwhile.		8	4	7		19	42.1%	57.9%
20. Increased workload has contributed to a decline in my morale.	11	4	3	1		19	78.9%	21.1%
21. I am paid fairly.		9	8	3		20	45.0%	55.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	13				20	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	15	1		1	19	94.4%	5.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	5	15				20	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	13	2			18	88.9%	11.1%
26. In my position, I receive appropriate and adequate support and training.	2	11	5	2		20	65.0%	35.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	8	8		20	20.0%	80.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	10	9		20	5.0%	95.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	11	4		20	25.0%	75.0%
30. At my school I spend most of my PIP time on non-instructional activities.	3	7	5		5	20	66.7%	33.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		10	4	1	5	20	66.7%	33.3%