

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	14	1	1		24	91.7%	8.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	14	2	2		24	83.3%	16.7%
3. I personally feel successful in my work.	13	7	3	1		24	83.3%	16.7%
4. I feel involved in decision-making at my school/worksite.	4	14	4	2		24	75.0%	25.0%
5. I want to be involved in decision-making at my school/worksite.	11	12	1			24	95.8%	4.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	13	4	2		24	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	10	13		1		24	95.8%	4.2%
8. There is good teamwork among staff in my school/worksite.	10	13	1			24	95.8%	4.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	15	1			24	95.8%	4.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	7		2		24	91.7%	8.3%
11. My work performance is evaluated fairly.	7	14	2		1	24	91.3%	8.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	13	4	3		24	70.8%	29.2%
13. I am provided adequate work and storage space to prepare for and do my job.	7	14	1	2		24	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	15	8	1			24	95.8%	4.2%
15. My planning time is respected by my school administrations/supervisors.	11	8		1	4	24	95.0%	5.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	11			1	24	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.		8	12	3	1	24	34.8%	65.2%
18. Too much instructional time is spent administering assessments.	1	8	8	2	5	24	47.4%	52.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	12	7	2		24	62.5%	37.5%
20. Increased workload has contributed to a decline in my morale.	4	4	11	5		24	33.3%	66.7%
21. I am paid fairly.	2	9	9	4		24	45.8%	54.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	14	8		2		24	91.7%	8.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	16	1	2		24	87.5%	12.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	8	14		1		23	95.7%	4.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	9	4	2	2	24	72.7%	27.3%
26. In my position, I receive appropriate and adequate support and training.	7	13	2	2		24	83.3%	16.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	7	14	1	24	8.7%	91.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		6	16	1	24	4.3%	95.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	2	10	9	1	24	17.4%	82.6%
30. At my school I spend most of my PIP time on non-instructional activities.	1	3	10	4	6	24	22.2%	77.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	9	1		9	24	93.3%	6.7%