

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	9	2	2		16	75.0%	25.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	12	3			16	81.3%	18.8%
3. I personally feel successful in my work.		14	1	1		16	87.5%	12.5%
4. I feel involved in decision-making at my school/worksite.		8	5	2	1	16	53.3%	46.7%
5. I want to be involved in decision-making at my school/worksite.	3	5	4		3	15	66.7%	33.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	11	2	1		16	81.3%	18.8%
7. In my school/worksite, I am treated as a professional.	2	13	1			16	93.8%	6.3%
8. There is good teamwork among staff in my school/worksite.	3	11	1	1		16	87.5%	12.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	10	1	1	1	16	86.7%	13.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	2	10	2	1	1	16	80.0%	20.0%
11. My work performance is evaluated fairly.	3	11	2			16	87.5%	12.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		5	5	6		16	31.3%	68.8%
13. I am provided adequate work and storage space to prepare for and do my job.	1	11		4		16	75.0%	25.0%
14. My administrators/supervisors respect the negotiated contracts.	5	10		1		16	93.8%	6.3%
15. My planning time is respected by my school administrations/supervisors.	2	8	2	1	3	16	76.9%	23.1%
16. In my school, administrators/supervisors support me in enforcing discipline.		6	6	2		14	42.9%	57.1%
17. In my school, student misbehavior interferes with learning.	8	5	1	2		16	81.3%	18.8%
18. Too much instructional time is spent administering assessments.	3	7	4	1		15	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.		5	3	7	1	16	33.3%	66.7%
20. Increased workload has contributed to a decline in my morale.	6	6	4			16	75.0%	25.0%
21. I am paid fairly.		8	3	5		16	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	12	1			16	93.8%	6.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	13				16	100.0%	0.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	4	12				16	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		5	4	3	4	16	41.7%	58.3%
26. In my position, I receive appropriate and adequate support and training.		11	4	1		16	68.8%	31.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	7	5		16	25.0%	75.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		10	5		16	6.3%	93.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	3	8	3	1	16	26.7%	73.3%
30. At my school I spend most of my PIP time on non-instructional activities.	1	3	7	1	4	16	33.3%	66.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		13	1		2	16	92.9%	7.1%