

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	25	2			34	94.1%	5.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	18	1	3		33	87.9%	12.1%
3. I personally feel successful in my work.	12	20	1			33	97.0%	3.0%
4. I feel involved in decision-making at my school/worksite.	10	17	6	1		34	79.4%	20.6%
5. I want to be involved in decision-making at my school/worksite.	13	20	1			34	97.1%	2.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	18	2	1		34	91.2%	8.8%
7. In my school/worksite, I am treated as a professional.	18	14	2			34	94.1%	5.9%
8. There is good teamwork among staff in my school/worksite.	13	19	1	1		34	94.1%	5.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	20	1		2	34	96.9%	3.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	17	14	2	1		34	91.2%	8.8%
11. My work performance is evaluated fairly.	14	17	2	1		34	91.2%	8.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	13	7	8		34	55.9%	44.1%
13. I am provided adequate work and storage space to prepare for and do my job.	12	18	3	1		34	88.2%	11.8%
14. My administrators/supervisors respect the negotiated contracts.	18	15	1			34	97.1%	2.9%
15. My planning time is respected by my school administrations/supervisors.	14	15	1	1	3	34	93.5%	6.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	15	3	1	3	34	87.1%	12.9%
17. In my school, student misbehavior interferes with learning.	4	10	16	2	2	34	43.8%	56.3%
18. Too much instructional time is spent administering assessments.	4	14	10	2	3	33	60.0%	40.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	8	13	8	4	1	34	63.6%	36.4%
20. Increased workload has contributed to a decline in my morale.	5	16	12		1	34	63.6%	36.4%
21. I am paid fairly.	1	10	13	10		34	32.4%	67.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	20	13	1			34	97.1%	2.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	12	19	2			33	93.9%	6.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	13	17	4			34	88.2%	11.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	21	3	1	1	33	87.5%	12.5%
26. In my position, I receive appropriate and adequate support and training.	7	20	7			34	79.4%	20.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	10	18	3	33	6.7%	93.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	8	22	3	34	3.2%	96.8%
29. In the last 12 months, I have experienced harassing behavior from parents.			16	14	4	34	0.0%	100.0%
30. At my school I spend most of my PIP time on non-instructional activities.	1	6	17	3	7	34	25.9%	74.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	21			7	33	100.0%	0.0%