

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	15	10		1	29	64.3%	35.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	17	5	3		29	72.4%	27.6%
3. I personally feel successful in my work.	13	13	2	1		29	89.7%	10.3%
4. I feel involved in decision-making at my school/worksite.	9	11	3	5		28	71.4%	28.6%
5. I want to be involved in decision-making at my school/worksite.	15	11	2		1	29	92.9%	7.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	14	5	2		29	75.9%	24.1%
7. In my school/worksite, I am treated as a professional.	11	13	3	2		29	82.8%	17.2%
8. There is good teamwork among staff in my school/worksite.	12	15	1			28	96.4%	3.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	8	1	1	9	29	90.0%	10.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	10	2		1	29	92.9%	7.1%
11. My work performance is evaluated fairly.	9	8	9	2	1	29	60.7%	39.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	11	4	7	1	29	60.7%	39.3%
13. I am provided adequate work and storage space to prepare for and do my job.	11	15	2			28	92.9%	7.1%
14. My administrators/supervisors respect the negotiated contracts.	12	11	5		1	29	82.1%	17.9%
15. My planning time is respected by my school administrations/supervisors.	6	8	2	3	10	29	73.7%	26.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	7	1		17	29	91.7%	8.3%
17. In my school, student misbehavior interferes with learning.	1	8	4		16	29	69.2%	30.8%
18. Too much instructional time is spent administering assessments.	7	9	4		9	29	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	14	6	3	1	28	66.7%	33.3%
20. Increased workload has contributed to a decline in my morale.	7	8	8	5	1	29	53.6%	46.4%
21. I am paid fairly.	3	14	9	3		29	58.6%	41.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	13	3	6	2	29	66.7%	33.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	11	8	5	2	29	51.9%	48.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	9	15	1	2	2	29	88.9%	11.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	11	7	1	2	29	70.4%	29.6%
26. In my position, I receive appropriate and adequate support and training.	5	15	9			29	69.0%	31.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	3	22	1	29	10.7%	89.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	3	6	18	1	29	14.3%	85.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	2	6	18	2	29	11.1%	88.9%