

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	35	25	14		76	48.7%	51.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	34	27	14		76	46.1%	53.9%
3. I personally feel successful in my work.	29	36	8	3		76	85.5%	14.5%
4. I feel involved in decision-making at my school/worksite.	4	27	26	17	2	76	41.9%	58.1%
5. I want to be involved in decision-making at my school/worksite.	25	44	3	3	1	76	92.0%	8.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	32	18	11		75	61.3%	38.7%
7. In my school/worksite, I am treated as a professional.	17	36	15	8		76	69.7%	30.3%
8. There is good teamwork among staff in my school/worksite.	12	39	14	11		76	67.1%	32.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	39	13	5	3	73	74.3%	25.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	17	41	12	6		76	76.3%	23.7%
11. My work performance is evaluated fairly.	10	45	11	7	1	74	75.3%	24.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	33	18	19	2	76	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	19	43	11	3		76	81.6%	18.4%
14. My administrators/supervisors respect the negotiated contracts.	18	43	8	5	2	76	82.4%	17.6%
15. My planning time is respected by my school administrations/supervisors.	12	34	9	5	14	74	76.7%	23.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	34	17	8	8	76	63.2%	36.8%
17. In my school, student misbehavior interferes with learning.	6	32	26	10	2	76	51.4%	48.6%
18. Too much instructional time is spent administering assessments.	29	24	12	3	7	75	77.9%	22.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	24	20	23	5	74	37.7%	62.3%
20. Increased workload has contributed to a decline in my morale.	24	32	17	3		76	73.7%	26.3%
21. I am paid fairly.		31	25	18		74	41.9%	58.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		20	20	31	4	75	28.2%	71.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	19	30	22	3	75	27.8%	72.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	48	7	5	1	75	83.8%	16.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	39	12	12	6	76	65.7%	34.3%
26. In my position, I receive appropriate and adequate support and training.	11	34	21	10		76	59.2%	40.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	7	8	22	33	6	76	21.4%	78.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	5	32	30	7	76	10.1%	89.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	10	18	32	14	1	75	37.8%	62.2%