

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	1	21	6	11		39	56.4%	43.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	22	8	6		39	61.5%	35.9%
3. I personally feel successful in my work.	11	20	3	5		39	79.5%	20.5%
4. I feel involved in decision-making at my school/worksite.	2	16	12	8	1	39	47.4%	52.6%
5. I want to be involved in decision-making at my school/worksite.	10	24	5			39	87.2%	12.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	18	7	5	1	39	65.8%	31.6%
7. In my school/worksite, I am treated as a professional.	13	17	4	5		39	76.9%	23.1%
8. There is good teamwork among staff in my school/worksite.	7	19	6	7		39	66.7%	33.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	22	2	7		39	76.9%	23.1%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	7	16	8	7	1	39	60.5%	39.5%
11. My work performance is evaluated fairly.	5	17	10	7		39	56.4%	43.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	11	10	14	1	39	36.8%	63.2%
13. I am provided adequate work and storage space to prepare for and do my job.	12	17	5	4		39	74.4%	23.1%
14. My administrators/supervisors respect the negotiated contracts.	10	23	2	4		39	84.6%	15.4%
15. My planning time is respected by my school administrations/supervisors.	10	15	3	6	5	39	73.5%	26.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	20	5	8		39	64.1%	33.3%
17. In my school, student misbehavior interferes with learning.	6	9	15	6	3	39	41.7%	58.3%
18. Too much instructional time is spent administering assessments.	13	13	10	2	1	39	68.4%	31.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	10	10	17		39	28.2%	69.2%
20. Increased workload has contributed to a decline in my morale.	18	12	6	2	1	39	78.9%	21.1%
21. I am paid fairly	1	7	14	17		39	20.5%	79.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	12	11	11	3	39	36.1%	61.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	10	10	14	3	39	30.6%	66.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	7	21	3	6	1	39	73.7%	23.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	18	8	6	3	39	61.1%	38.9%
26. In my position, I receive appropriate and adequate support and training.	6	19	10	3		39	64.1%	33.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	6	1	11	17	4	39	20.0%	80.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2		11	22	4	39	5.7%	94.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	10	9	11	3	39	41.7%	55.6%