

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	1	19	20	26		66	30.3%	69.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	15	30	19		66	25.8%	74.2%
3. I personally feel successful in my work.	17	39	8	2		66	84.8%	15.2%
4. I feel involved in decision-making at my school/worksite.	1	14	23	27	1	66	23.1%	76.9%
5. I want to be involved in decision-making at my school/worksite.	12	43	5	2	4	66	88.7%	11.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	20	22	17		66	40.9%	59.1%
7. In my school/worksite, I am treated as a professional.	7	35	10	13	1	66	64.6%	35.4%
8. There is good teamwork among staff in my school/worksite.	8	33	19	3	2	65	65.1%	34.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	35	12	6	3	65	71.0%	29.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	33	12	7		66	71.2%	28.8%
11. My work performance is evaluated fairly.	12	32	13	8		65	67.7%	32.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	23	20	18		66	42.4%	57.6%
13. I am provided adequate work and storage space to prepare for and do my job.	18	42	5	1		66	90.9%	9.1%
14. My administrators/supervisors respect the negotiated contracts.	12	36	12	5	1	66	73.8%	26.2%
15. My planning time is respected by my school administrations/supervisors.	12	32	14	3	5	66	72.1%	27.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	25	16	17	3	65	46.8%	53.2%
17. In my school, student misbehavior interferes with learning.	7	33	15	6	4	65	65.6%	34.4%
18. Too much instructional time is spent administering assessments.	30	20	12		4	66	80.6%	19.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	24	27	1	66	21.5%	78.5%
20. Increased workload has contributed to a decline in my morale.	28	19	11	6	2	66	73.4%	26.6%
21. I am paid fairly.	2	23	27	13		65	38.5%	61.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		2	8	53	3	66	3.2%	96.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	39	17	1	1	66	72.3%	27.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	23	41			2	66	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	33	15	11	5	66	57.4%	42.6%
26. In my position, I receive appropriate and adequate support and training.	3	34	24	3	1	65	57.8%	42.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	11	21	30	1	66	21.5%	78.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	6	26	28	1	66	16.9%	83.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	18	28	11	2	66	39.1%	60.9%