

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	31	3	2		46	89.1%	10.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	22	10	3		46	71.7%	28.3%
3. I personally feel successful in my work.	20	23	3			46	93.5%	6.5%
4. I feel involved in decision-making at my school/worksite.	14	13	16	3		46	58.7%	41.3%
5. I want to be involved in decision-making at my school/worksite.	18	27	1			46	97.8%	2.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	21	10	3		46	71.7%	28.3%
7. In my school/worksite, I am treated as a professional.	22	20	2	2		46	91.3%	8.7%
8. There is good teamwork among staff in my school/worksite.	16	25	4	1		46	89.1%	10.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	23	3	1	4	46	90.5%	9.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	18	20	7	1		46	82.6%	17.4%
11. My work performance is evaluated fairly.	16	25	4			45	91.1%	8.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	22	9	6	1	46	66.7%	33.3%
13. I am provided adequate work and storage space to prepare for and do my job.	19	20	4	2	1	46	86.7%	13.3%
14. My administrators/supervisors respect the negotiated contracts.	23	21	1	1		46	95.7%	4.3%
15. My planning time is respected by my school administrations/supervisors.	16	20	5	2	3	46	83.7%	16.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	21	21	2		2	46	95.5%	4.5%
17. In my school, student misbehavior interferes with learning.	10	16	15	3	2	46	59.1%	40.9%
18. Too much instructional time is spent administering assessments.	17	14	6	5	4	46	73.8%	26.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	25	11	4		46	67.4%	32.6%
20. Increased workload has contributed to a decline in my morale.	7	19	14	4	2	46	59.1%	40.9%
21. I am paid fairly.	3	24	13	6		46	58.7%	41.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	19	18	4	2	46	50.0%	50.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	21	17	5	1	45	50.0%	50.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	34	3	1		46	91.3%	8.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	29	8	2		46	78.3%	21.7%
26. In my position, I receive appropriate and adequate support and training.	16	25	3	1		45	91.1%	8.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	13	27	4	46	4.8%	95.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			12	29	5	46	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	3	13	23	4	46	14.3%	85.7%