

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	2	27	9	6		44	65.9%	34.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	28	10	2		44	72.7%	27.3%
3. I personally feel successful in my work.	9	29	4			42	90.5%	9.5%
4. I feel involved in decision-making at my school/worksite.	3	22	15	4		44	56.8%	43.2%
5. I want to be involved in decision-making at my school/worksite.	10	30	4			44	90.9%	9.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	21	16	1		44	61.4%	38.6%
7. In my school/worksite, I am treated as a professional.	12	28	4			44	90.9%	9.1%
8. There is good teamwork among staff in my school/worksite.	11	29	4			44	90.9%	9.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	24	12		1	44	72.1%	27.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	27	8	3		44	75.0%	25.0%
11. My work performance is evaluated fairly.	10	29	5			44	88.6%	11.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	15	14	10		43	44.2%	55.8%
13. I am provided adequate work and storage space to prepare for and do my job.	11	25	5	2		43	83.7%	16.3%
14. My administrators/supervisors respect the negotiated contracts.	17	23	4			44	90.9%	9.1%
15. My planning time is respected by my school administrations/supervisors.	8	28	4		4	44	90.0%	10.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	24	9	8		44	61.4%	38.6%
17. In my school, student misbehavior interferes with learning.	13	27	4			44	90.9%	9.1%
18. Too much instructional time is spent administering assessments.	19	12	9	2	2	44	73.8%	26.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	15	15	11		44	40.9%	59.1%
20. Increased workload has contributed to a decline in my morale.	15	14	12	1	2	44	69.0%	31.0%
21. I am paid fairly.	4	18	14	8		44	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		6	15	21	1	43	14.3%	85.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	20	14	2	2	43	61.0%	39.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	18	25	1			44	97.7%	2.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	29	8	1	4	44	77.5%	22.5%
26. In my position, I receive appropriate and adequate support and training.	8	31	5			44	88.6%	11.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	19	18	3	44	9.8%	90.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	23	17	3	44	2.4%	97.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	8	19	11	3	44	26.8%	73.2%