

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	16	11	4		38	60.5%	39.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	13	15	5		38	47.4%	52.6%
3. I personally feel successful in my work.	9	22	5	2		38	81.6%	18.4%
4. I feel involved in decision-making at my school/worksite.	6	10	15	6	1	38	43.2%	56.8%
5. I want to be involved in decision-making at my school/worksite.	12	21	4	1		38	86.8%	13.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	7	18	4	2	38	38.9%	61.1%
7. In my school/worksite, I am treated as a professional.	13	13	9	3		38	68.4%	31.6%
8. There is good teamwork among staff in my school/worksite.	9	20	4	5		38	76.3%	23.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	15	5	1	2	37	82.9%	17.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	14	8	7		38	60.5%	39.5%
11. My work performance is evaluated fairly.	8	20	6	4		38	73.7%	26.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	16	9	5	1	38	62.2%	37.8%
13. I am provided adequate work and storage space to prepare for and do my job.	13	14	4	7		38	71.1%	28.9%
14. My administrators/supervisors respect the negotiated contracts.	16	17	3	2		38	86.8%	13.2%
15. My planning time is respected by my school administrations/supervisors.	12	15	4	3	4	38	79.4%	20.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	21	2	4	2	38	83.3%	16.7%
17. In my school, student misbehavior interferes with learning.	13	18	3	3	1	38	83.8%	16.2%
18. Too much instructional time is spent administering assessments.	15	7	8	4	3	37	64.7%	35.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	22	8	3	1	37	69.4%	30.6%
20. Increased workload has contributed to a decline in my morale.	11	13	8	3	3	38	68.6%	31.4%
21. I am paid fairly.	4	18	7	8		37	59.5%	40.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	14	12	3		38	60.5%	39.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	19	11	2		38	65.8%	34.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	15	6	2		37	78.4%	21.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	20	8	2	2	38	72.2%	27.8%
26. In my position, I receive appropriate and adequate support and training.	11	25		1	1	38	97.3%	2.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	3	8	23	1	38	16.2%	83.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	10	25	1	38	5.4%	94.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	2	12	22	1	38	8.1%	91.9%