

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	1	14	12	6		33	45.5%	54.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	18	10	3		33	60.6%	39.4%
3. I personally feel successful in my work.	9	17	7			33	78.8%	21.2%
4. I feel involved in decision-making at my school/worksite.	5	9	13	5	1	33	43.8%	56.3%
5. I want to be involved in decision-making at my school/worksite.	7	22	3		1	33	90.6%	9.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	17	7	3		33	69.7%	30.3%
7. In my school/worksite, I am treated as a professional.	6	19	5	3		33	75.8%	24.2%
8. There is good teamwork among staff in my school/worksite.	6	17	6	3		32	71.9%	28.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	17	6	3	1	33	71.9%	28.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	16	7	2		32	71.9%	28.1%
11. My work performance is evaluated fairly.	6	14	7	2	1	30	69.0%	31.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	13	9	8	1	33	46.9%	53.1%
13. I am provided adequate work and storage space to prepare for and do my job.	6	20	4	3		33	78.8%	21.2%
14. My administrators/supervisors respect the negotiated contracts.	9	20	4			33	87.9%	12.1%
15. My planning time is respected by my school administrations/supervisors.	3	20	2	3	4	32	82.1%	17.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	17	4	2	4	33	79.3%	20.7%
17. In my school, student misbehavior interferes with learning.	1	6	14	10	1	32	22.6%	77.4%
18. Too much instructional time is spent administering assessments.	18	10	3	2		33	84.8%	15.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	9	12	9	2	33	32.3%	67.7%
20. Increased workload has contributed to a decline in my morale.	12	15	6			33	81.8%	18.2%
21. I am paid fairly.		10	14	9		33	30.3%	69.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	1	8	23		33	6.1%	93.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	13	8	7	1	32	51.6%	48.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	7	20	2	3	1	33	84.4%	15.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	18	7	4		33	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	2	26	4	1		33	84.8%	15.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	11	18		33	12.1%	87.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			11	21	1	33	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	6	14	8	1	33	31.3%	68.8%