

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	8	41	10	9		68	72.1%	27.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	35	14	6		68	70.6%	29.4%
3. I personally feel successful in my work.	18	37	11	2		68	80.9%	19.1%
4. I feel involved in decision-making at my school/worksite.	11	27	16	9	5	68	60.3%	39.7%
5. I want to be involved in decision-making at my school/worksite.	19	40	5		4	68	92.2%	7.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	28	15	8	1	68	65.7%	34.3%
7. In my school/worksite, I am treated as a professional.	23	34	5	6		68	83.8%	16.2%
8. There is good teamwork among staff in my school/worksite.	13	44	9	2		68	83.8%	16.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	41	9	3	9	68	79.7%	20.3%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	24	39	5			68	92.6%	7.4%
11. My work performance is evaluated fairly.	12	32	12	10	2	68	66.7%	33.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	22	24	14	2	68	42.4%	57.6%
13. I am provided adequate work and storage space to prepare for and do my job.	16	43	5	3	1	68	88.1%	11.9%
14. My administrators/supervisors respect the negotiated contracts.	17	42	5	2	1	68	88.1%	10.4%
15. My planning time is respected by my school administrations/supervisors.	10	35	5	5	13	68	81.8%	18.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	37	6	4	8	68	83.3%	16.7%
17. In my school, student misbehavior interferes with learning.	1	22	30	7	8	68	38.3%	61.7%
18. Too much instructional time is spent administering assessments.	13	17	23	5	10	68	51.7%	48.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	21	22	18	3	68	38.5%	61.5%
20. Increased workload has contributed to a decline in my morale.	24	22	16	6		68	67.6%	32.4%
21. I am paid fairly		10	31	27		68	14.7%	85.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	33	15	15	2	68	53.0%	45.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	19	22	21	3	68	30.8%	66.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	23	38	2	2	3	68	93.8%	6.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	42	12	6	2	68	71.2%	27.3%
26. In my position, I receive appropriate and adequate support and training.	7	35	17	9		68	61.8%	38.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	26	38	1	68	4.5%	95.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	7	22	35	1	68	14.9%	85.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	11	22	31	2	68	19.7%	80.3%