

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	31	0	3	4	45	84%	16%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	23	0	3	11	45	69%	31%
3. I personally feel successful in my work.	14	28	1	1	1	45	93%	4%
4. I feel involved in decision-making at my school/worksite.	8	26	1	3	7	45	76%	22%
5. I want to be involved in decision-making at my school/worksite.	11	30	0	0	3	44	93%	7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	20	0	6	6	44	73%	27%
7. In my school/worksite, I am treated as a professional.	19	22	0	2	2	45	91%	9%
8. There is good teamwork among staff in my school/worksite.	8	28	0	2	7	45	80%	20%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	29	2	1	4	45	84%	11%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	7	24	0	1	13	45	69%	31%
11. My work performance is evaluated fairly.	14	26	1	1	3	45	89%	9%
12. I am provided adequate time during the workday to plan, prepare for and do my job	10	16	5	5	9	45	58%	31%
13. I am provided adequate work and storage space to prepare for and do my job.	13	23	3	3	3	45	80%	13%
14. My administrators/supervisors respect the negotiated contracts.	15	24	3	2	1	45	87%	7%
15. My planning time is respected by my school administrations/supervisors.	12	18	11	3	1	45	67%	9%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	29	4	1	0	45	89%	2%
17. In my school, student misbehavior interferes with learning.	8	13	3	3	18	45	47%	47%
18. Too much instructional time is spent administering assessments.	6	14	9	3	13	45	44%	36%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	25	2	1	13	45	64%	31%
20. Increased workload has contributed to a decline in my morale.	8	14	1	2	20	45	49%	49%
21. I am paid fairly	2	24	0	5	14	45	58%	42%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	29	5	0	7	44	73%	16%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	23	2	4	14	44	55%	41%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	10	29	0	2	4	45	87%	13%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	30	2	4	2	44	82%	14%
26. In my position, I receive appropriate and adequate support and training.	8	31	1	1	3	44	89%	9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	1	21	17	45	13%	84%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	1	3	27	14	45	2%	91%
29. In the last 12 months, I have experienced harassing behavior from parents.	0	4	1	20	20	45	9%	89%