

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		15	9	4		28	53.6%	46.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	11	12	4		28	42.9%	57.1%
3. I personally feel successful in my work.	6	17	5			28	82.1%	17.9%
4. I feel involved in decision-making at my school/worksite.	5	12	8	2	1	28	63.0%	37.0%
5. I want to be involved in decision-making at my school/worksite.	8	14	3	1	2	28	84.6%	15.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	12	8	3		28	60.7%	39.3%
7. In my school/worksite, I am treated as a professional.	5	17	4	1	1	28	81.5%	18.5%
8. There is good teamwork among staff in my school/worksite.	4	11	10	1	2	28	57.7%	42.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	17	3	3	3	27	75.0%	25.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	19	4	1		28	82.1%	17.9%
11. My work performance is evaluated fairly.	4	17	6		1	28	77.8%	22.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	10	12	4		28	42.9%	57.1%
13. I am provided adequate work and storage space to prepare for and do my job.	4	22	2			28	92.9%	7.1%
14. My administrators/supervisors respect the negotiated contracts.	6	14	6		2	28	76.9%	23.1%
15. My planning time is respected by my school administrations/supervisors.	2	13	6	1	6	28	68.2%	31.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	12	3	3	8	28	70.0%	30.0%
17. In my school, student misbehavior interferes with learning.	4	10	4	3	7	28	66.7%	33.3%
18. Too much instructional time is spent administering assessments.	5	9	8		6	28	63.6%	36.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	8	3	3	28	56.0%	44.0%
20. Increased workload has contributed to a decline in my morale.	6	14	6	1	1	28	74.1%	25.9%
21. I am paid fairly.	2	11	10	3	1	27	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	15	6	4	1	28	63.0%	37.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	13	6	4	2	27	60.0%	40.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	19	2	1	1	28	88.9%	11.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	16	6		1	26	76.0%	24.0%
26. In my position, I receive appropriate and adequate support and training.	3	13	8	2	2	28	61.5%	38.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	12	8		27	25.9%	74.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	16	11		28	3.6%	96.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	4	14	7	1	28	22.2%	77.8%