

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	21	43	8	6		78	82.1%	17.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	25	38	8	6	1	78	81.8%	18.2%
3. I personally feel successful in my work.	39	36	2	1		78	96.2%	3.8%
4. I feel involved in decision-making at my school/worksite.	18	30	18	9	3	78	64.0%	36.0%
5. I want to be involved in decision-making at my school/worksite.	23	40	8	2	5	78	86.3%	13.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	38	11	7	1	78	76.6%	23.4%
7. In my school/worksite, I am treated as a professional.	36	33	6	3		78	88.5%	11.5%
8. There is good teamwork among staff in my school/worksite.	29	32	14	2		77	79.2%	20.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	34	30	4	3	7	78	90.1%	9.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	34	34	7	2		77	88.3%	11.7%
11. My work performance is evaluated fairly.	29	35	5	8		77	83.1%	16.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	22	19	18	17	2	78	53.9%	46.1%
13. I am provided adequate work and storage space to prepare for and do my job.	30	37	7	4		78	85.9%	14.1%
14. My administrators/supervisors respect the negotiated contracts.	41	35	2			78	97.4%	2.6%
15. My planning time is respected by my school administrations/supervisors.	29	32	6	2	8	77	88.4%	11.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	31	30	7	2	8	78	87.1%	12.9%
17. In my school, student misbehavior interferes with learning.	1	8	24	39	6	78	12.5%	87.5%
18. Too much instructional time is spent administering assessments.	31	27	10	2	8	78	82.9%	17.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	20	29	21	3	77	32.4%	67.6%
20. Increased workload has contributed to a decline in my morale.	24	22	19	9	4	78	62.2%	37.8%
21. I am paid fairly.	2	22	28	26		78	30.8%	69.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	16	17	40	3	78	24.0%	76.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	23	38	4	78	17.6%	82.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	20	46	9	1	2	78	86.8%	13.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	39	15	7	5	78	69.9%	30.1%
26. In my position, I receive appropriate and adequate support and training.	19	45	9	2	2	77	85.3%	14.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	7	22	43	2	78	14.5%	85.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	4	21	47	2	77	9.3%	90.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	16	22	30	3	78	30.7%	69.3%