

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	4	35	8	5		52	75.0%	25.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	33	9	4		51	74.5%	25.5%
3. I personally feel successful in my work.	14	32	3	1	1	51	92.0%	8.0%
4. I feel involved in decision-making at my school/worksite.	5	23	10	10	4	52	58.3%	41.7%
5. I want to be involved in decision-making at my school/worksite.	9	34	5	2	2	52	86.0%	14.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	24	16	4	1	52	60.8%	39.2%
7. In my school/worksite, I am treated as a professional.	16	27	4	5		52	82.7%	17.3%
8. There is good teamwork among staff in my school/worksite.	11	28	9	4		52	75.0%	25.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	27	2	4	5	51	87.0%	13.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	34	6	1		52	86.5%	13.5%
11. My work performance is evaluated fairly.	15	29	2	6		52	84.6%	15.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	22	12	9	1	52	58.8%	41.2%
13. I am provided adequate work and storage space to prepare for and do my job.	16	23	11	2		52	75.0%	25.0%
14. My administrators/supervisors respect the negotiated contracts.	20	27	4	1		52	90.4%	9.6%
15. My planning time is respected by my school administrations/supervisors.	13	23	5	5	5	51	78.3%	21.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	22	12	7	2	52	62.0%	38.0%
17. In my school, student misbehavior interferes with learning.	4	11	25	7	4	51	31.9%	68.1%
18. Too much instructional time is spent administering assessments.	20	16	8	1	7	52	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	11	16	20	3	52	26.5%	73.5%
20. Increased workload has contributed to a decline in my morale.	12	15	14	6	4	51	57.4%	42.6%
21. I am paid fairly.	1	20	17	12	1	51	42.0%	58.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		5	12	30	5	52	10.6%	89.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	20	15	6	6	50	52.3%	47.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	19	23	5	2	3	52	85.7%	14.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	27	12	5	4	52	64.6%	35.4%
26. In my position, I receive appropriate and adequate support and training.	4	36	10	2		52	76.9%	23.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	6	19	22	2	52	18.0%	82.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	22	24	3	52	6.1%	93.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	12	18	14	2	52	36.0%	64.0%