

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	24	12	9		48	56.3%	43.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	24	12	5		47	63.8%	36.2%
3. I personally feel successful in my work.	11	24	9	3		47	74.5%	25.5%
4. I feel involved in decision-making at my school/worksite.	7	22	13	5	1	48	61.7%	38.3%
5. I want to be involved in decision-making at my school/worksite.	12	31		1	3	47	97.7%	2.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	29	8	6		47	70.2%	29.8%
7. In my school/worksite, I am treated as a professional.	11	28	7	2		48	81.3%	18.8%
8. There is good teamwork among staff in my school/worksite.	9	29	9	1		48	79.2%	20.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	27	7	4	3	48	75.6%	24.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	26	9	6		48	68.8%	31.3%
11. My work performance is evaluated fairly.	10	23	8	5	2	48	71.7%	28.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	13	17	13	1	47	34.8%	65.2%
13. I am provided adequate work and storage space to prepare for and do my job.	5	28	10	5		48	68.8%	31.3%
14. My administrators/supervisors respect the negotiated contracts.	19	23	4	2		48	87.5%	12.5%
15. My planning time is respected by my school administrations/supervisors.	8	29	1	3	7	48	90.2%	9.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	19	22	1	1	5	48	95.3%	4.7%
17. In my school, student misbehavior interferes with learning.	1	4	25	16	1	47	10.9%	89.1%
18. Too much instructional time is spent administering assessments.	36	7	2	2	1	48	91.5%	8.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	8	23	11	4	2	48	67.4%	32.6%
20. Increased workload has contributed to a decline in my morale.	21	16	9	1	1	48	78.7%	21.3%
21. I am paid fairly.		14	19	13	1	47	30.4%	69.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	8	20	17		47	21.3%	78.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	21	11	2	47	28.9%	71.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	24	5		3	48	88.9%	11.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	25	6	3	5	46	78.0%	22.0%
26. In my position, I receive appropriate and adequate support and training.	8	23	12	4	1	48	66.0%	34.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		8	16	22	2	48	17.4%	82.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	2	16	25	2	48	10.9%	89.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	9	13	21	2	48	26.1%	73.9%