

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	11	26	16	10		63	58.7%	41.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	20	20	10		63	52.4%	47.6%
3. I personally feel successful in my work.	22	28	10	3		63	79.4%	20.6%
4. I feel involved in decision-making at my school/worksite.	11	24	19	9		63	55.6%	44.4%
5. I want to be involved in decision-making at my school/worksite.	29	27	3		2	61	94.9%	5.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	22	13	9	2	63	63.9%	36.1%
7. In my school/worksite, I am treated as a professional.	20	29	9	4		62	79.0%	21.0%
8. There is good teamwork among staff in my school/worksite.	22	25	11	4		62	75.8%	24.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	17	9	2	29	63	67.6%	32.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	20	32	7	4		63	82.5%	17.5%
11. My work performance is evaluated fairly.	17	28	8	5	4	62	77.6%	22.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	17	32	6	4	4	63	83.1%	16.9%
13. I am provided adequate work and storage space to prepare for and do my job.	19	33	6	4		62	83.9%	16.1%
14. My administrators/supervisors respect the negotiated contracts.	20	30	5	3	4	62	86.2%	13.8%
15. My planning time is respected by my school administrations/supervisors.	4	8	2		49	63	85.7%	14.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	2	1		58	63	80.0%	20.0%
17. In my school, student misbehavior interferes with learning.	1	2			60	63	100.0%	0.0%
18. Too much instructional time is spent administering assessments.	4	2		1	56	63	85.7%	14.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	12	18	17	5	11	63	57.7%	42.3%
20. Increased workload has contributed to a decline in my morale.	9	15	23	11	5	63	41.4%	58.6%
21. I am paid fairly.	5	33	13	11		62	61.3%	38.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	10	27	16	4	2	59	64.9%	35.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	26	22	7	2	59	49.1%	50.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	29	12	5	4	60	69.6%	30.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	28	16	9		63	60.3%	39.7%
26. In my position, I receive appropriate and adequate support and training.	11	32	14	5	1	63	69.4%	30.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	4	23	28	5	63	12.1%	87.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	4	21	27	5	62	15.8%	84.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	4	6	9	42	63	28.6%	71.4%