

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	30	9	3		45	73.3%	26.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	22	10	5		45	66.7%	33.3%
3. I personally feel successful in my work.	13	31	1			45	97.8%	2.2%
4. I feel involved in decision-making at my school/worksite.	7	17	12	7	2	45	55.8%	44.2%
5. I want to be involved in decision-making at my school/worksite.	9	25	8	1	2	45	79.1%	20.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	16	11	6	1	45	61.4%	38.6%
7. In my school/worksite, I am treated as a professional.	14	22	7	2		45	80.0%	20.0%
8. There is good teamwork among staff in my school/worksite.	9	27	8	1		45	80.0%	20.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	21	9	7	4	45	61.0%	39.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	25	4	1		45	88.9%	11.1%
11. My work performance is evaluated fairly.	8	26	7	4		45	75.6%	24.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	15	9	13	3	45	47.6%	52.4%
13. I am provided adequate work and storage space to prepare for and do my job.	13	27	3	2		45	88.9%	11.1%
14. My administrators/supervisors respect the negotiated contracts.	14	25	3		3	45	92.9%	7.1%
15. My planning time is respected by my school administrations/supervisors.	10	17	9		8	44	75.0%	25.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	25	6	2	6	45	79.5%	20.5%
17. In my school, student misbehavior interferes with learning.	1	5	14	21	3	44	14.6%	85.4%
18. Too much instructional time is spent administering assessments.	16	18	4		7	45	89.5%	10.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	21	16	5	2	45	51.2%	48.8%
20. Increased workload has contributed to a decline in my morale.	11	15	13	3	3	45	61.9%	38.1%
21. I am paid fairly.	1	15	21	8		45	35.6%	64.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	19	6	17	1	44	46.5%	53.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		14	15	13	2	44	33.3%	66.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	17	24	2	1	1	45	93.2%	6.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	24	12	4	2	45	62.8%	37.2%
26. In my position, I receive appropriate and adequate support and training.	7	29	7	2		45	80.0%	20.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	14	27	2	45	4.7%	95.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	15	24	3	45	7.1%	92.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	16	12	10	2	45	48.8%	51.2%