

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	31	5	3		43	81.4%	18.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	27	6	3		43	79.1%	20.9%
3. I personally feel successful in my work.	14	27	3			44	93.2%	6.8%
4. I feel involved in decision-making at my school/worksite.	4	27	13			44	70.5%	29.5%
5. I want to be involved in decision-making at my school/worksite.	7	33	3	1		44	90.9%	9.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	23	5	4	1	44	79.1%	20.9%
7. In my school/worksite, I am treated as a professional.	14	23	5	1		43	86.0%	14.0%
8. There is good teamwork among staff in my school/worksite.	14	22	6	2		44	81.8%	18.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	26	4	1	6	44	86.8%	13.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	25	3	1		44	90.9%	9.1%
11. My work performance is evaluated fairly.	8	25	7	2	1	43	78.6%	21.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	23	10	6		44	63.6%	36.4%
13. I am provided adequate work and storage space to prepare for and do my job.	17	24	2			43	95.3%	4.7%
14. My administrators/supervisors respect the negotiated contracts.	15	28	1			44	97.7%	2.3%
15. My planning time is respected by my school administrations/supervisors.	12	24	2	3	3	44	87.8%	12.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	24	4	2	2	44	85.7%	14.3%
17. In my school, student misbehavior interferes with learning.	2	12	19	7	3	43	35.0%	65.0%
18. Too much instructional time is spent administering assessments.	13	19	6		6	44	84.2%	15.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	16	15	10	2	44	40.5%	59.5%
20. Increased workload has contributed to a decline in my morale.	10	15	16	2	1	44	58.1%	41.9%
21. I am paid fairly.	2	16	15	11		44	40.9%	59.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	4	16	22	1	44	11.6%	88.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		6	16	20	2	44	14.3%	85.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	27	3	1	1	44	90.7%	9.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	30	6	3	3	44	78.0%	22.0%
26. In my position, I receive appropriate and adequate support and training.	6	30	7	1		44	81.8%	18.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		6	19	17	2	44	14.3%	85.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	1	18	22	1	44	7.0%	93.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	11	20	9	1	44	32.6%	67.4%