

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	19	9	6		37	59.5%	40.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	17	11	5		37	56.8%	43.2%
3. I personally feel successful in my work.	9	24	3			36	91.7%	8.3%
4. I feel involved in decision-making at my school/worksite.	4	10	16	6	1	37	38.9%	61.1%
5. I want to be involved in decision-making at my school/worksite.	9	26	1		1	37	97.2%	2.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	16	8	3		36	69.4%	30.6%
7. In my school/worksite, I am treated as a professional.	9	17	6	5		37	70.3%	29.7%
8. There is good teamwork among staff in my school/worksite.	6	24	5	2		37	81.1%	18.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	18	4	5	2	37	74.3%	25.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	15	11	2		36	63.9%	36.1%
11. My work performance is evaluated fairly.	4	19	9	5		37	62.2%	37.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	13	9	7		37	56.8%	43.2%
13. I am provided adequate work and storage space to prepare for and do my job.	15	18	2	2		37	89.2%	10.8%
14. My administrators/supervisors respect the negotiated contracts.	13	15	5	3		36	77.8%	22.2%
15. My planning time is respected by my school administrations/supervisors.	8	18	4	4	3	37	76.5%	23.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	15	6	6	4	37	63.6%	36.4%
17. In my school, student misbehavior interferes with learning.	3	10	16	5	2	36	38.2%	61.8%
18. Too much instructional time is spent administering assessments.	13	13	6	1	4	37	78.8%	21.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	14	11		37	32.4%	67.6%
20. Increased workload has contributed to a decline in my morale.	9	14	11	3		37	62.2%	37.8%
21. I am paid fairly.	1	18	14	4		37	51.4%	48.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	10	12	11	1	35	32.4%	67.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		8	14	10	3	35	25.0%	75.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	22	3	2	1	36	85.7%	14.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	18	9	4	3	35	59.4%	40.6%
26. In my position, I receive appropriate and adequate support and training.	6	25	2	2		35	88.6%	11.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	7	13	13	1	37	27.8%	72.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		5	14	17	1	37	13.9%	86.1%
29. In the last 12 months, I have experienced harassing behavior from parents.		8	13	14	2	37	22.9%	77.1%