

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	29	4			38	89.5%	10.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	23	8			38	78.9%	21.1%
3. I personally feel successful in my work.	7	26	5			38	86.8%	13.2%
4. I feel involved in decision-making at my school/worksite.	6	21	10	1		38	71.1%	28.9%
5. I want to be involved in decision-making at my school/worksite.	6	27	3		2	38	91.7%	8.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	26	3	1	1	38	89.2%	10.8%
7. In my school/worksite, I am treated as a professional.	15	22			1	38	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	10	22	5	1		38	84.2%	15.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	20	5	1	5	38	81.8%	18.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	23	6	3		38	76.3%	23.7%
11. My work performance is evaluated fairly.	12	20	4		2	38	88.9%	11.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	16	10	6	2	38	55.6%	44.4%
13. I am provided adequate work and storage space to prepare for and do my job.	10	22	6			38	84.2%	15.8%
14. My administrators/supervisors respect the negotiated contracts.	17	21				38	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	13	14	4	1	6	38	84.4%	15.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	14	6	2	2	37	77.1%	22.9%
17. In my school, student misbehavior interferes with learning.	11	17	8	1	1	38	75.7%	24.3%
18. Too much instructional time is spent administering assessments.	12	15	8		3	38	77.1%	22.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	25	6	2	1	38	78.4%	21.6%
20. Increased workload has contributed to a decline in my morale.	10	15	11	2		38	65.8%	34.2%
21. I am paid fairly.		14	12	11		37	37.8%	62.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	16	11	8	1	37	47.2%	52.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	18	11	6	1	37	52.8%	47.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	19	2			37	94.6%	5.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	23	7	1		37	78.4%	21.6%
26. In my position, I receive appropriate and adequate support and training.	5	26	5	2		38	81.6%	18.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			9	29		38	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			8	28	1	37	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	5	11	20		38	18.4%	81.6%