

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	41	14	10	1	73	66.7%	33.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	14	43	12	3	1	73	79.2%	20.8%
3. I personally feel successful in my work.	26	36	9	2		73	84.9%	15.1%
4. I feel involved in decision-making at my school/worksite.	11	36	14	9	3	73	67.1%	32.9%
5. I want to be involved in decision-making at my school/worksite.	24	37	3	2	7	73	92.4%	7.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	36	14	4	1	73	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	22	41	6	2	1	73	87.5%	11.1%
8. There is good teamwork among staff in my school/worksite.	18	31	20	4		73	67.1%	32.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	37	6	5	10	73	82.5%	17.5%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	15	46	9	2	1	73	84.7%	15.3%
11. My work performance is evaluated fairly.	12	36	11	13	1	73	66.7%	33.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	16	27	21		73	34.2%	65.8%
13. I am provided adequate work and storage space to prepare for and do my job.	18	46	7	1		73	87.7%	11.0%
14. My administrators/supervisors respect the negotiated contracts.	21	46	1	2	2	73	94.4%	4.2%
15. My planning time is respected by my school administrations/supervisors.	13	41	11	2	6	73	80.6%	19.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	19	37	7		10	73	88.9%	11.1%
17. In my school, student misbehavior interferes with learning.	1	5	41	19	5	73	8.8%	88.2%
18. Too much instructional time is spent administering assessments.	17	25	15		15	73	72.4%	25.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	18	27	22	4	73	29.0%	71.0%
20. Increased workload has contributed to a decline in my morale.	29	24	10	5	5	73	77.9%	22.1%
21. I am paid fairly	1	13	30	29		73	19.2%	80.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		26	27	14	4	73	37.7%	59.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		14	27	25	3	73	20.0%	74.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	23	36	9	1	3	73	84.3%	14.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	43	17	4	4	73	63.8%	30.4%
26. In my position, I receive appropriate and adequate support and training.	9	44	11	7	2	73	74.6%	25.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	9	28	30	3	73	17.1%	82.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	7	26	35	3	73	12.9%	87.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	19	22	21	5	73	36.8%	63.2%