

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	16	37	9	2		64	82.8%	17.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	17	35	11	1		64	81.3%	18.8%
3. I personally feel successful in my work.	19	38	6	1		64	89.1%	10.9%
4. I feel involved in decision-making at my school/worksite.	13	26	18	3	3	63	65.0%	35.0%
5. I want to be involved in decision-making at my school/worksite.	22	38	1		3	64	98.4%	1.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	34	12	3		64	76.6%	23.4%
7. In my school/worksite, I am treated as a professional.	25	32	5	2		64	89.1%	10.9%
8. There is good teamwork among staff in my school/worksite.	24	31	9			64	85.9%	14.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	35	6		8	63	89.1%	10.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	29	32	3			64	95.3%	4.7%
11. My work performance is evaluated fairly.	13	37	11	3		64	78.1%	21.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	19	21	14	2	64	43.5%	56.5%
13. I am provided adequate work and storage space to prepare for and do my job.	22	34	7		1	64	88.9%	11.1%
14. My administrators/supervisors respect the negotiated contracts.	27	36			1	64	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	11	30	12	3	8	64	73.2%	26.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	35	5	6	7	63	80.4%	19.6%
17. In my school, student misbehavior interferes with learning.	5	12	25	12	10	64	31.5%	68.5%
18. Too much instructional time is spent administering assessments.	26	20	7	1	10	64	85.2%	14.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	26	20	9	4	63	50.8%	49.2%
20. Increased workload has contributed to a decline in my morale.	17	21	16	7	3	64	62.3%	37.7%
21. I am paid fairly.	4	25	19	16		64	45.3%	54.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		13	19	32		64	20.3%	79.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		16	29	18		63	25.4%	74.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	20	33	7	4		64	82.8%	17.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	36	12	5	3	64	72.1%	27.9%
26. In my position, I receive appropriate and adequate support and training.	10	44	9	1		64	84.4%	15.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	2	13	42	3	64	9.8%	90.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	1	13	45	3	64	4.9%	95.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	7	24	25	3	64	19.7%	80.3%