

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	13	26	4	2		45	86.7%	13.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	22	8	4		42	71.4%	28.6%
3. I personally feel successful in my work.	13	29	2	1		45	93.3%	6.7%
4. I feel involved in decision-making at my school/worksite.	9	23	9	3	1	45	72.7%	27.3%
5. I want to be involved in decision-making at my school/worksite.	15	25	4		1	45	90.9%	9.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	22	8	4	1	45	72.7%	27.3%
7. In my school/worksite, I am treated as a professional.	13	27	3	1		44	90.9%	9.1%
8. There is good teamwork among staff in my school/worksite.	11	29	4	1		45	88.9%	11.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	18	11	3	5	45	65.0%	35.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	22	19	3	1		45	91.1%	8.9%
11. My work performance is evaluated fairly.	8	22	9	6		45	66.7%	33.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	15	14	11	1	45	43.2%	56.8%
13. I am provided adequate work and storage space to prepare for and do my job.	13	28	4			45	91.1%	8.9%
14. My administrators/supervisors respect the negotiated contracts.	15	26	1	1	1	44	95.3%	4.7%
15. My planning time is respected by my school administrations/supervisors.	9	22	5	1	8	45	83.8%	16.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	22	7	4	4	44	72.5%	27.5%
17. In my school, student misbehavior interferes with learning.	2	15	23	5		45	37.8%	62.2%
18. Too much instructional time is spent administering assessments.	26	12	5		2	45	88.4%	11.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	18	16	6	3	45	47.6%	52.4%
20. Increased workload has contributed to a decline in my morale.	11	16	17		1	45	61.4%	38.6%
21. I am paid fairly.	1	15	20	9		45	35.6%	64.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	16	14	10		45	46.7%	53.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	22	14	5		45	57.8%	42.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	23	5	1	1	44	86.0%	14.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	23	9	2	2	44	73.8%	26.2%
26. In my position, I receive appropriate and adequate support and training.	4	33	4	2		43	86.0%	14.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	13	23	5	45	10.0%	90.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	11	26	5	45	7.5%	92.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	9	14	15	3	45	31.0%	69.0%