

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	11	19	3			33	90.9%	9.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	16	4			33	87.9%	12.1%
3. I personally feel successful in my work.	16	15	2			33	93.9%	6.1%
4. I feel involved in decision-making at my school/worksite.	9	16	7		1	33	78.1%	21.9%
5. I want to be involved in decision-making at my school/worksite.	10	17	4		2	33	87.1%	12.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	14	7			33	78.8%	21.2%
7. In my school/worksite, I am treated as a professional.	19	12	2			33	93.9%	6.1%
8. There is good teamwork among staff in my school/worksite.	15	15	3			33	90.9%	9.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	18	5	1	2	33	77.4%	19.4%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	22	10				33	97.0%	0.0%
11. My work performance is evaluated fairly.	12	12	9			33	72.7%	27.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	11	10	8	2	33	41.9%	58.1%
13. I am provided adequate work and storage space to prepare for and do my job.	13	16	2	1		33	87.9%	9.1%
14. My administrators/supervisors respect the negotiated contracts.	14	17	2			33	93.9%	6.1%
15. My planning time is respected by my school administrations/supervisors.	11	14	2		6	33	92.6%	7.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	12	6		4	33	79.3%	20.7%
17. In my school, student misbehavior interferes with learning.		10	11	9	3	33	33.3%	66.7%
18. Too much instructional time is spent administering assessments.	13	8	5	2	5	33	75.0%	25.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		11	11	10	1	33	34.4%	65.6%
20. Increased workload has contributed to a decline in my morale.	10	12	9	2		33	66.7%	33.3%
21. I am paid fairly		10	10	13		33	30.3%	69.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	15	6	9		33	51.5%	45.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	13	10	8		33	42.4%	54.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	10	20	1	1		33	90.9%	6.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	14	7	3	1	33	65.6%	31.3%
26. In my position, I receive appropriate and adequate support and training.	7	20	6			33	81.8%	18.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2		9	19	3	33	6.7%	93.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			7	22	4	33	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	4	15	10	1	33	21.9%	78.1%