

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	2	28	12	7	1	50	61.2%	38.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	28	13	4	1	51	66.0%	34.0%
3. I personally feel successful in my work.	10	27	12	2		51	72.5%	27.5%
4. I feel involved in decision-making at my school/worksite.	5	22	16	7	1	51	54.0%	46.0%
5. I want to be involved in decision-making at my school/worksite.	15	33	2	1		51	94.1%	5.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	22	12	6		51	64.7%	35.3%
7. In my school/worksite, I am treated as a professional.	14	27	6	4		51	80.4%	19.6%
8. There is good teamwork among staff in my school/worksite.	9	32	6	4		51	80.4%	19.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	35	8		3	51	83.3%	16.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	29	4	5		51	82.4%	17.6%
11. My work performance is evaluated fairly.	9	28	11	1	2	51	75.5%	24.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	15	14	19	1	51	34.0%	66.0%
13. I am provided adequate work and storage space to prepare for and do my job.	10	26	12	3		51	70.6%	29.4%
14. My administrators/supervisors respect the negotiated contracts.	13	31	5	2		51	86.3%	13.7%
15. My planning time is respected by my school administrations/supervisors.	7	30	7	2	5	51	80.4%	19.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	21	11	7	4	51	61.7%	38.3%
17. In my school, student misbehavior interferes with learning.	15	17	14	3	2	51	65.3%	34.7%
18. Too much instructional time is spent administering assessments.	20	20	8	2	1	51	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	20	14	14	1	51	44.0%	56.0%
20. Increased workload has contributed to a decline in my morale.	27	14	8	2		51	80.4%	19.6%
21. I am paid fairly.	1	12	21	17		51	25.5%	74.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	1	13	35	1	51	4.0%	96.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	29	8	10	1	51	64.0%	36.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	22	22	5	1	1	51	88.0%	12.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	32	11	5	1	50	67.3%	32.7%
26. In my position, I receive appropriate and adequate support and training.	4	32	13	2		51	70.6%	29.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	7	16	26		51	17.6%	82.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	3	21	26		51	7.8%	92.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	9	26	13		51	23.5%	76.5%