

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	33	8	2		47	78.7%	21.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	28	7	3		47	78.7%	21.3%
3. I personally feel successful in my work.	14	27	3	3		47	87.2%	12.8%
4. I feel involved in decision-making at my school/worksite.	2	22	12	8	3	47	54.5%	45.5%
5. I want to be involved in decision-making at my school/worksite.	11	30	5		1	47	89.1%	10.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	27	8	2		47	78.7%	21.3%
7. In my school/worksite, I am treated as a professional.	17	23	5	1	1	47	87.0%	13.0%
8. There is good teamwork among staff in my school/worksite.	13	26	6		2	47	86.7%	13.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	30	4	1	5	47	88.1%	11.9%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	7	35	3	2		47	89.4%	10.6%
11. My work performance is evaluated fairly.	11	28	5	2	1	47	84.8%	15.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	15	16	10	2	47	42.2%	57.8%
13. I am provided adequate work and storage space to prepare for and do my job.	3	23	18	2	1	47	56.5%	43.5%
14. My administrators/supervisors respect the negotiated contracts.	12	30	4		1	47	91.3%	8.7%
15. My planning time is respected by my school administrations/supervisors.	5	26	7	2	7	47	77.5%	22.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	24	5	2	4	47	83.7%	16.3%
17. In my school, student misbehavior interferes with learning.	3	17	20	5	1	47	43.5%	54.3%
18. Too much instructional time is spent administering assessments.	6	22	12	2	5	47	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	25	13	2	3	47	65.9%	34.1%
20. Increased workload has contributed to a decline in my morale.	16	12	11	6	2	47	62.2%	37.8%
21. I am paid fairly		14	20	13		47	29.8%	70.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	14	22	8	1	47	34.8%	65.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		15	24	8		47	31.9%	68.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	21	22	3		1	47	93.5%	6.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	27	12	1	3	47	70.5%	29.5%
26. In my position, I receive appropriate and adequate support and training.	7	29	7	3	1	47	78.3%	21.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	18	24	2	47	6.7%	93.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	19	25	2	47	2.2%	97.8%
29. In the last 12 months, I have experienced harassing behavior from parents.		4	25	16	2	47	8.9%	91.1%