

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	6	34	11			51	78.4%	21.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	36	7	1		50	84.0%	16.0%
3. I personally feel successful in my work.	15	34	1	1		51	96.1%	3.9%
4. I feel involved in decision-making at my school/worksite.	5	20	19	6	1	51	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	9	34	6	1	1	51	86.0%	14.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	29	11	2		51	74.5%	25.5%
7. In my school/worksite, I am treated as a professional.	16	30	3	1	1	51	92.0%	8.0%
8. There is good teamwork among staff in my school/worksite.	15	29	5	1	1	51	88.0%	12.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	28	9	1	4	51	78.7%	21.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	33	7		1	50	85.7%	14.3%
11. My work performance is evaluated fairly.	10	31	8		2	51	83.7%	16.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	15	29	3	1	50	34.7%	65.3%
13. I am provided adequate work and storage space to prepare for and do my job.	11	32	7			50	86.0%	14.0%
14. My administrators/supervisors respect the negotiated contracts.	16	31	2		1	50	95.9%	4.1%
15. My planning time is respected by my school administrations/supervisors.	6	26	11	1	5	49	72.7%	27.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	26	4		3	50	91.5%	8.5%
17. In my school, student misbehavior interferes with learning.	5	30	11	3	1	50	71.4%	28.6%
18. Too much instructional time is spent administering assessments.	13	21	12	1	3	50	72.3%	27.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	21	21	5	1	51	48.0%	52.0%
20. Increased workload has contributed to a decline in my morale.	13	24	12	2		51	72.5%	27.5%
21. I am paid fairly.	2	19	23	7		51	41.2%	58.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	7	18	22	2	50	16.7%	83.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	28	10	2	1	50	75.5%	24.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	31	4			51	92.2%	7.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	31	13	2	1	51	70.0%	30.0%
26. In my position, I receive appropriate and adequate support and training.	7	33	9	1		50	80.0%	20.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	22	23	2	51	8.2%	91.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	21	26	2	51	4.1%	95.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		2	23	24	2	51	4.1%	95.9%