

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	15	32	4	3		54	87.0%	13.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	38	5			54	90.7%	9.3%
3. I personally feel successful in my work.	18	29	6	1		54	87.0%	13.0%
4. I feel involved in decision-making at my school/worksite.	5	27	15	3	4	54	64.0%	36.0%
5. I want to be involved in decision-making at my school/worksite.	20	29	2		3	54	96.1%	3.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	30	10	2		54	77.8%	22.2%
7. In my school/worksite, I am treated as a professional.	25	26	2	1		54	94.4%	5.6%
8. There is good teamwork among staff in my school/worksite.	28	21	4	1		54	90.7%	9.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	29	5	2	7	54	85.1%	14.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	23	28	3			54	94.4%	5.6%
11. My work performance is evaluated fairly.	18	23	9	3	1	54	77.4%	22.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	23	14	12	1	54	50.9%	49.1%
13. I am provided adequate work and storage space to prepare for and do my job.	16	31	5			52	90.4%	9.6%
14. My administrators/supervisors respect the negotiated contracts.	25	27		1	1	54	98.1%	1.9%
15. My planning time is respected by my school administrations/supervisors.	17	28	3		6	54	93.8%	6.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	27	4	2	7	54	87.2%	12.8%
17. In my school, student misbehavior interferes with learning.	8	19	15	5	6	53	57.4%	42.6%
18. Too much instructional time is spent administering assessments.	24	14	9	2	5	54	77.6%	22.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	29	14	2	2	53	68.6%	31.4%
20. Increased workload has contributed to a decline in my morale.	12	25	11	4	2	54	71.2%	28.8%
21. I am paid fairly.	2	22	18	12		54	44.4%	55.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	12	17	19	3	54	29.4%	70.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	13	21	10	7	53	32.6%	67.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	31	5		5	54	89.8%	10.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	35	5		5	54	89.8%	10.2%
26. In my position, I receive appropriate and adequate support and training.	12	33	6	1		52	86.5%	13.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			7	41	3	53	4.0%	96.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			5	47	2	54	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	20	27	2	54	9.6%	90.4%