

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		5	21	26		52	9.6%	90.4%
2. There is an atmosphere of open communication and trust in my school/worksite.		9	19	24		52	17.3%	82.7%
3. I personally feel successful in my work.		27	20	5		52	51.9%	48.1%
4. I feel involved in decision-making at my school/worksite.	1	9	21	21		52	19.2%	80.8%
5. I want to be involved in decision-making at my school/worksite.	12	36	2	2		52	92.3%	7.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	10	16	23		51	23.5%	76.5%
7. In my school/worksite, I am treated as a professional.	3	22	19	8		52	48.1%	51.9%
8. There is good teamwork among staff in my school/worksite.	10	30	10	2		52	76.9%	23.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	33	8	2	3	51	79.2%	20.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	37	4	2		51	88.2%	11.8%
11. My work performance is evaluated fairly.	2	25	17	7	1	52	52.9%	47.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	14	19	18		52	28.8%	71.2%
13. I am provided adequate work and storage space to prepare for and do my job.	6	36	9	1		52	80.8%	19.2%
14. My administrators/supervisors respect the negotiated contracts.	7	34	7	2	1	51	82.0%	18.0%
15. My planning time is respected by my school administrations/supervisors.	6	17	13	12	3	51	47.9%	52.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	27	7	8	3	52	69.4%	30.6%
17. In my school, student misbehavior interferes with learning.	19	26	4	2	1	52	88.2%	11.8%
18. Too much instructional time is spent administering assessments.	25	20	3	2	2	52	90.0%	10.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	27	20	2	1	52	56.9%	43.1%
20. Increased workload has contributed to a decline in my morale.	28	20	3		1	52	94.1%	5.9%
21. I am paid fairly.	1	19	21	11		52	38.5%	61.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		14	17	18	1	50	28.6%	71.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		15	17	16	1	49	31.3%	68.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	15	30	4		1	50	91.8%	8.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	34	11	4		52	71.2%	28.8%
26. In my position, I receive appropriate and adequate support and training.	3	33	12	4		52	69.2%	30.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	1	17	30	2	52	6.0%	94.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	8	12	25	2	52	26.0%	74.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	9	25	15		52	23.1%	76.9%