

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	9	20	5	1		35	82.9%	17.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	18	5	1		35	82.9%	17.1%
3. I personally feel successful in my work.	9	20	6			35	82.9%	17.1%
4. I feel involved in decision-making at my school/worksite.	7	18	8	2		35	71.4%	28.6%
5. I want to be involved in decision-making at my school/worksite.	8	23	3		1	35	91.2%	8.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	17	4	2		35	82.9%	17.1%
7. In my school/worksite, I am treated as a professional.	17	14	3	1		35	88.6%	11.4%
8. There is good teamwork among staff in my school/worksite.	8	21	5			34	85.3%	14.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	19	4	4	1	35	76.5%	23.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	20	2	1		35	91.4%	8.6%
11. My work performance is evaluated fairly.	10	17	8			35	77.1%	22.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	9	12	9		35	40.0%	60.0%
13. I am provided adequate work and storage space to prepare for and do my job.	14	19	2			35	94.3%	5.7%
14. My administrators/supervisors respect the negotiated contracts.	16	16	1	2		35	91.4%	8.6%
15. My planning time is respected by my school administrations/supervisors.	13	17	3	1	1	35	88.2%	11.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	20	4	1		35	85.7%	14.3%
17. In my school, student misbehavior interferes with learning.	1	3	19	12		35	11.4%	88.6%
18. Too much instructional time is spent administering assessments.	20	11	3	1		35	88.6%	11.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	14	14	5		35	45.7%	54.3%
20. Increased workload has contributed to a decline in my morale.	16	12	5	2		35	80.0%	20.0%
21. I am paid fairly.	4	12	14	5		35	45.7%	54.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	11	13	7	1	34	39.4%	60.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	8	18	7		35	28.6%	71.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	22	3		2	35	90.9%	9.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	23	5	3	1	35	76.5%	23.5%
26. In my position, I receive appropriate and adequate support and training.	5	21	7	2		35	74.3%	25.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	12	14	2	35	21.2%	78.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		11	20	3	35	3.1%	96.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	6	16	8	3	35	25.0%	75.0%