

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	12	8	9		31	45.2%	54.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	18	9	1		31	67.7%	32.3%
3. I personally feel successful in my work.	7	13	10	1		31	64.5%	35.5%
4. I feel involved in decision-making at my school/worksite.	3	12	8	6	2	31	51.7%	48.3%
5. I want to be involved in decision-making at my school/worksite.	8	23				31	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	12	7	2	1	31	70.0%	30.0%
7. In my school/worksite, I am treated as a professional.	8	18	3	1		31	83.9%	12.9%
8. There is good teamwork among staff in my school/worksite.	10	14	4	3		31	77.4%	22.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	18	5	3	2	31	72.4%	27.6%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	10	13	6	2		31	74.2%	25.8%
11. My work performance is evaluated fairly.	7	11	7	6		31	58.1%	41.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	3	7	17	1	31	20.0%	80.0%
13. I am provided adequate work and storage space to prepare for and do my job.	12	16	1	1		31	90.3%	6.5%
14. My administrators/supervisors respect the negotiated contracts.	9	17	2	2	1	31	86.7%	13.3%
15. My planning time is respected by my school administrations/supervisors.	6	14	7	1	3	31	71.4%	28.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	17	5	1		31	80.6%	19.4%
17. In my school, student misbehavior interferes with learning.	2	9	15	5		31	35.5%	64.5%
18. Too much instructional time is spent administering assessments.	12	12	5		2	31	82.8%	17.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	8	8	12	1	31	33.3%	66.7%
20. Increased workload has contributed to a decline in my morale.	17	6	5	1	2	31	79.3%	20.7%
21. I am paid fairly	2	4	12	13		31	19.4%	80.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	11	8	8	1	31	43.3%	53.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	3	9	18		31	12.9%	87.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	11	15	4	1		31	83.9%	16.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	10	10	4	2	31	51.7%	48.3%
26. In my position, I receive appropriate and adequate support and training.	6	17	6	2		31	74.2%	25.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1		8	17	3	31	3.6%	89.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	9	17	2	31	3.4%	89.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	6	7	12	3	31	32.1%	67.9%