

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	3	12	12	6		33	45.5%	54.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	15	10	4		33	57.6%	42.4%
3. I personally feel successful in my work.	6	23	3	1		33	87.9%	12.1%
4. I feel involved in decision-making at my school/worksite.	3	13	10	5	2	33	51.6%	48.4%
5. I want to be involved in decision-making at my school/worksite.	10	22		1		33	97.0%	3.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	16	7	3		33	69.7%	30.3%
7. In my school/worksite, I am treated as a professional.	7	20	5	1		33	81.8%	18.2%
8. There is good teamwork among staff in my school/worksite.	5	17	6	5		33	66.7%	33.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	21	3	3	3	33	80.0%	20.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	2	19	8	4		33	63.6%	36.4%
11. My work performance is evaluated fairly.	12	15	4	2		33	81.8%	18.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	9	9	13		33	33.3%	66.7%
13. I am provided adequate work and storage space to prepare for and do my job.	9	23		1		33	97.0%	3.0%
14. My administrators/supervisors respect the negotiated contracts.	11	20	1	1		33	93.9%	6.1%
15. My planning time is respected by my school administrations/supervisors.	6	14	7	3	3	33	66.7%	33.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	6	15	9	1	33	25.0%	75.0%
17. In my school, student misbehavior interferes with learning.	8	18	7			33	78.8%	21.2%
18. Too much instructional time is spent administering assessments.	17	11	3			31	90.3%	9.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	10	14	7		33	36.4%	63.6%
20. Increased workload has contributed to a decline in my morale.	13	12	5	3		33	75.8%	24.2%
21. I am paid fairly.	1	16	11	5		33	51.5%	48.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		2	8	22	1	33	6.3%	93.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	18	9	2	3	33	63.3%	36.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	22	2		1	33	93.8%	6.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	22	5	2		33	78.8%	21.2%
26. In my position, I receive appropriate and adequate support and training.	3	24	5	1		33	81.8%	18.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	14	13	1	33	15.6%	84.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	14	16		33	9.1%	90.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	10	9	10		33	42.4%	57.6%