

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	18	18	6		47	48.9%	51.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	19	15	8		47	51.1%	48.9%
3. I personally feel successful in my work.	13	25	6	3		47	80.9%	19.1%
4. I feel involved in decision-making at my school/worksite.	4	18	14	10	1	47	47.8%	52.2%
5. I want to be involved in decision-making at my school/worksite.	15	30	2			47	95.7%	4.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	26	8	4		47	74.5%	25.5%
7. In my school/worksite, I am treated as a professional.	19	19	8	1		47	80.9%	19.1%
8. There is good teamwork among staff in my school/worksite.	10	26	7	3		46	78.3%	21.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	25	7	3	3	47	77.3%	22.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	29	1	1		47	95.7%	4.3%
11. My work performance is evaluated fairly.	13	28	3	3		47	87.2%	12.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	17	12	14	1	47	43.5%	56.5%
13. I am provided adequate work and storage space to prepare for and do my job.	13	29	1	3		46	91.3%	8.7%
14. My administrators/supervisors respect the negotiated contracts.	18	25	1	2	1	47	93.5%	6.5%
15. My planning time is respected by my school administrations/supervisors.	12	19	4	2	9	46	83.8%	16.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	22	12	5	1	47	63.0%	37.0%
17. In my school, student misbehavior interferes with learning.	12	22	9	2	1	46	75.6%	24.4%
18. Too much instructional time is spent administering assessments.	10	26	5	1	5	47	85.7%	14.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	16	17	12	1	47	37.0%	63.0%
20. Increased workload has contributed to a decline in my morale.	12	22	7	4	2	47	75.6%	24.4%
21. I am paid fairly.	1	16	20	10		47	36.2%	63.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		6	16	23	1	46	13.3%	86.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	8	14	21	1	45	20.5%	79.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	31	2	1	1	47	93.5%	6.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	31	10	2	3	47	72.7%	27.3%
26. In my position, I receive appropriate and adequate support and training.	5	28	11	3		47	70.2%	29.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	13	26	1	47	15.2%	84.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	1	11	31	1	47	8.7%	91.3%
29. In the last 12 months, I have experienced harassing behavior from parents.		12	20	14	1	47	26.1%	73.9%