

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	2	20	12	7		41	53.7%	46.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	18	12	4		41	61.0%	39.0%
3. I personally feel successful in my work.	6	30	2	3		41	87.8%	12.2%
4. I feel involved in decision-making at my school/worksite.	3	16	15	7		41	46.3%	53.7%
5. I want to be involved in decision-making at my school/worksite.	16	20	4		1	41	90.0%	10.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	19	8	4		41	70.7%	29.3%
7. In my school/worksite, I am treated as a professional.	13	23	2	2		40	90.0%	10.0%
8. There is good teamwork among staff in my school/worksite.	11	22	5	3		41	80.5%	19.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	25	5	3	1	41	80.0%	20.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	25	4	2		40	85.0%	15.0%
11. My work performance is evaluated fairly.	12	22	4	3		41	82.9%	17.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	11	11	14	2	41	35.9%	64.1%
13. I am provided adequate work and storage space to prepare for and do my job.	10	24	5	2		41	82.9%	17.1%
14. My administrators/supervisors respect the negotiated contracts.	12	25	2	1	1	41	92.5%	7.5%
15. My planning time is respected by my school administrations/supervisors.	8	23	3	1	6	41	88.6%	11.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	16	11	6	3	41	55.3%	44.7%
17. In my school, student misbehavior interferes with learning.	8	12	16	5		41	48.8%	51.2%
18. Too much instructional time is spent administering assessments.	13	17	6	2	3	41	78.9%	21.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	18	9		41	34.1%	65.9%
20. Increased workload has contributed to a decline in my morale.	18	14	7	2		41	78.0%	22.0%
21. I am paid fairly.		11	17	12		40	27.5%	72.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		5	7	28	1	41	12.5%	87.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	23	11	4	2	41	61.5%	38.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	17	21	2			40	95.0%	5.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	23	8	5	4	41	64.9%	35.1%
26. In my position, I receive appropriate and adequate support and training.	1	27	9	3	1	41	70.0%	30.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	5	17	14	1	41	22.5%	77.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	2	13	19	2	40	15.8%	84.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	13	18	5	2	41	41.0%	59.0%