

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	18	12	1		37	64.9%	35.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	21	7	1		37	78.4%	21.6%
3. I personally feel successful in my work.	11	21	4	1		37	86.5%	13.5%
4. I feel involved in decision-making at my school/worksite.	5	19	11	2		37	64.9%	35.1%
5. I want to be involved in decision-making at my school/worksite.	10	24	3			37	91.9%	8.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	17	6	3		37	75.7%	24.3%
7. In my school/worksite, I am treated as a professional.	17	15	5			37	86.5%	13.5%
8. There is good teamwork among staff in my school/worksite.	11	21	4	1		37	86.5%	13.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	16	10	9		36	47.2%	52.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	26	10	1			37	97.3%	2.7%
11. My work performance is evaluated fairly.	7	23	5	2		37	81.1%	18.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	16	10	5		36	58.3%	41.7%
13. I am provided adequate work and storage space to prepare for and do my job.	16	18	3			37	91.9%	8.1%
14. My administrators/supervisors respect the negotiated contracts.	22	14	1			37	97.3%	2.7%
15. My planning time is respected by my school administrations/supervisors.	16	16		1	4	37	97.0%	3.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	18	19				37	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.	1	2	15	17	1	36	8.6%	91.4%
18. Too much instructional time is spent administering assessments.	18	14	3	1	1	37	88.9%	11.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	14	14	6	1	37	44.4%	55.6%
20. Increased workload has contributed to a decline in my morale.	19	11	5	1	1	37	83.3%	16.7%
21. I am paid fairly.		10	15	11		36	27.8%	72.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		4	4	29		37	10.8%	89.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		4	7	26		37	10.8%	89.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	22	3			37	91.9%	8.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	19	8	4	3	37	64.7%	35.3%
26. In my position, I receive appropriate and adequate support and training.	7	20	8	1	1	37	75.0%	25.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	12	20	1	37	11.1%	88.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		4	10	22	1	37	11.1%	88.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	4	18	13		37	16.2%	83.8%