

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	17	13	4		37	54.1%	45.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	24	7	1		37	78.4%	21.6%
3. I personally feel successful in my work.	9	20	8			37	78.4%	21.6%
4. I feel involved in decision-making at my school/worksite.	5	20	7	5		37	67.6%	32.4%
5. I want to be involved in decision-making at my school/worksite.	11	22	4			37	89.2%	10.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	16	6	3		37	75.7%	24.3%
7. In my school/worksite, I am treated as a professional.	15	20	2			37	94.6%	5.4%
8. There is good teamwork among staff in my school/worksite.	7	19	11			37	70.3%	29.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	18	5	2	2	37	80.0%	20.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	19	17	1			37	97.3%	2.7%
11. My work performance is evaluated fairly.	6	12	11	7	1	37	50.0%	50.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	13	8	11	1	37	47.2%	52.8%
13. I am provided adequate work and storage space to prepare for and do my job.	14	22		1		37	97.3%	2.7%
14. My administrators/supervisors respect the negotiated contracts.	18	18		1		37	97.3%	2.7%
15. My planning time is respected by my school administrations/supervisors.	17	16	1	1	2	37	94.3%	5.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	19	2		1	37	94.4%	5.6%
17. In my school, student misbehavior interferes with learning.	1	4	16	15	1	37	13.9%	86.1%
18. Too much instructional time is spent administering assessments.	15	13	6		3	37	82.4%	17.6%
19. HCPSS professional development experiences are meaningful and worthwhile.		12	12	13		37	32.4%	67.6%
20. Increased workload has contributed to a decline in my morale.	22	9	2	2	1	37	86.1%	11.1%
21. I am paid fairly		6	11	20		37	16.2%	83.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	5	13	15	3	37	17.6%	82.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		2	11	21	3	37	5.9%	94.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	19	12	3		3	37	91.2%	8.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	15	14	5	1	37	47.2%	52.8%
26. In my position, I receive appropriate and adequate support and training.	5	21	8	3		37	70.3%	29.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	7	25	2	37	8.6%	91.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		7	27	2	37	2.9%	97.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	9	9	10	1	37	44.4%	52.8%