

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		14	14	10		38	36.8%	63.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	15	18	4		38	42.1%	57.9%
3. I personally feel successful in my work.	9	21	6	2		38	78.9%	21.1%
4. I feel involved in decision-making at my school/worksite.	3	14	16	3	2	38	47.2%	52.8%
5. I want to be involved in decision-making at my school/worksite.	8	25	4		1	38	89.2%	10.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	15	7	5		38	68.4%	31.6%
7. In my school/worksite, I am treated as a professional.	15	14	6	3		38	76.3%	23.7%
8. There is good teamwork among staff in my school/worksite.	7	18	9	4		38	65.8%	34.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	23	5	3	3	38	77.1%	22.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	26	6	2		38	78.9%	21.1%
11. My work performance is evaluated fairly.	11	22	4	1		38	86.8%	13.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	15	9	12		38	44.7%	55.3%
13. I am provided adequate work and storage space to prepare for and do my job.	7	21	9	1		38	73.7%	26.3%
14. My administrators/supervisors respect the negotiated contracts.	12	19	4	2		37	83.8%	16.2%
15. My planning time is respected by my school administrations/supervisors.	5	17	7	3	6	38	68.8%	31.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	18	5	1	4	37	81.8%	18.2%
17. In my school, student misbehavior interferes with learning.	13	15	7	2	1	38	75.7%	24.3%
18. Too much instructional time is spent administering assessments.	15	16	5	1	1	38	83.8%	16.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	20	11	4	2	38	58.3%	41.7%
20. Increased workload has contributed to a decline in my morale.	15	14	6	2		37	78.4%	21.6%
21. I am paid fairly.		13	12	13		38	34.2%	65.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		3	8	24	3	38	8.6%	91.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	20	9	4	2	37	62.9%	37.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	16	2		3	37	94.1%	5.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	17	9	2	6	38	65.6%	34.4%
26. In my position, I receive appropriate and adequate support and training.	5	20	13			38	65.8%	34.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	13	17	1	38	18.9%	81.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	14	20	2	38	5.6%	94.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	8	15	11	3	38	25.7%	74.3%