

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	3	14	11	14		42	40.5%	59.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	14	12	13		42	40.5%	59.5%
3. I personally feel successful in my work.	4	26	10	2		42	71.4%	28.6%
4. I feel involved in decision-making at my school/worksite.	1	17	13	10	1	42	43.9%	56.1%
5. I want to be involved in decision-making at my school/worksite.	9	28	3		2	42	92.5%	7.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	13	12	11	1	42	43.9%	56.1%
7. In my school/worksite, I am treated as a professional.	6	20	8	7		41	63.4%	36.6%
8. There is good teamwork among staff in my school/worksite.	3	18	8	12		41	51.2%	48.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	21	6	6	5	42	67.6%	32.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	29	1	5		42	85.7%	14.3%
11. My work performance is evaluated fairly.	7	22	5	7		41	70.7%	29.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	16	8	15	1	42	43.9%	56.1%
13. I am provided adequate work and storage space to prepare for and do my job.	5	23	12	2		42	66.7%	33.3%
14. My administrators/supervisors respect the negotiated contracts.	8	26		5	1	40	87.2%	12.8%
15. My planning time is respected by my school administrations/supervisors.	5	19	5	5	7	41	70.6%	29.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	21	8	6	2	42	65.0%	35.0%
17. In my school, student misbehavior interferes with learning.	7	14	10	7	3	41	55.3%	44.7%
18. Too much instructional time is spent administering assessments.	20	10	7	3	2	42	75.0%	25.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	16	12	9	1	41	47.5%	52.5%
20. Increased workload has contributed to a decline in my morale.	23	12	4	1	2	42	87.5%	12.5%
21. I am paid fairly.	1	11	12	18		42	28.6%	71.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	3	8	28	2	42	10.0%	90.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	22	9	4		41	68.3%	31.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	15	23	2	1		41	92.7%	7.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	23	9	7	2	42	60.0%	40.0%
26. In my position, I receive appropriate and adequate support and training.	5	23	8	4	1	41	70.0%	30.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	10	8	18	3	42	33.3%	66.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6	2	11	21	2	42	20.0%	80.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	7	13	17	2	42	25.0%	75.0%