

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	33	14	5		58	67.2%	32.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	38	14	2		58	72.4%	27.6%
3. I personally feel successful in my work.	15	41	2			58	96.6%	3.4%
4. I feel involved in decision-making at my school/worksite.	4	26	23	4	1	58	52.6%	47.4%
5. I want to be involved in decision-making at my school/worksite.	16	31	4	3	3	57	87.0%	13.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	28	13	6		57	66.7%	33.3%
7. In my school/worksite, I am treated as a professional.	14	34	7	3		58	82.8%	17.2%
8. There is good teamwork among staff in my school/worksite.	8	35	10	5		58	74.1%	25.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	28	8	4	6	58	76.9%	23.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	38	4	2		58	89.7%	10.3%
11. My work performance is evaluated fairly.	10	35	5	7	1	58	78.9%	21.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	28	17	7	1	58	57.9%	42.1%
13. I am provided adequate work and storage space to prepare for and do my job.	13	35	9	1		58	82.8%	17.2%
14. My administrators/supervisors respect the negotiated contracts.	18	36	2	1	1	58	94.7%	5.3%
15. My planning time is respected by my school administrations/supervisors.	17	30	1	1	8	57	95.9%	4.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	27	12	5	4	58	68.5%	31.5%
17. In my school, student misbehavior interferes with learning.	1	10	26	15	5	57	21.2%	78.8%
18. Too much instructional time is spent administering assessments.	23	20	6	3	6	58	82.7%	17.3%
19. HCPSS professional development experiences are meaningful and worthwhile.		16	24	18		58	27.6%	72.4%
20. Increased workload has contributed to a decline in my morale.	19	15	15	5	4	58	63.0%	37.0%
21. I am paid fairly.	3	28	14	13		58	53.4%	46.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	22	23	9	1	57	42.9%	57.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	20	23	12	1	58	38.6%	61.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	37	8	1		58	84.5%	15.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	30	13	2	4	57	71.7%	28.3%
26. In my position, I receive appropriate and adequate support and training.	7	37	11	2	1	58	77.2%	22.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	6	25	23	1	58	15.8%	84.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	6	28	20		58	17.2%	82.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	14	23	12	5	58	34.0%	66.0%