

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	20	6	3		39	76.9%	23.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	20	8	3		39	71.8%	28.2%
3. I personally feel successful in my work.	10	25	4			39	89.7%	10.3%
4. I feel involved in decision-making at my school/worksite.	8	15	10	6		39	59.0%	41.0%
5. I want to be involved in decision-making at my school/worksite.	11	23	3	1	1	39	89.5%	10.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	20	7	3		38	73.7%	26.3%
7. In my school/worksite, I am treated as a professional.	15	20	4			39	89.7%	10.3%
8. There is good teamwork among staff in my school/worksite.	12	21	4	2		39	84.6%	15.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	22	4	4	3	39	77.8%	22.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	21	2	2		39	89.7%	10.3%
11. My work performance is evaluated fairly.	13	19	6		1	39	84.2%	15.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	14	10	8	1	39	52.6%	47.4%
13. I am provided adequate work and storage space to prepare for and do my job.	15	19	4	1		39	87.2%	12.8%
14. My administrators/supervisors respect the negotiated contracts.	16	20	3			39	92.3%	7.7%
15. My planning time is respected by my school administrations/supervisors.	10	19	4	3	3	39	80.6%	19.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	18	7	4	1	39	71.1%	28.9%
17. In my school, student misbehavior interferes with learning.	6	14	11	8		39	51.3%	48.7%
18. Too much instructional time is spent administering assessments.	20	17	1			38	97.4%	2.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	21	12	3		39	61.5%	38.5%
20. Increased workload has contributed to a decline in my morale.	11	13	15			39	61.5%	38.5%
21. I am paid fairly.	1	17	13	8		39	46.2%	53.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	16	11	9		39	48.7%	51.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	15	16	6		39	43.6%	56.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	28		1		39	97.4%	2.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	25	7	2		39	76.9%	23.1%
26. In my position, I receive appropriate and adequate support and training.	9	26	4			39	89.7%	10.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	6	11	20	1	39	18.4%	81.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	9	26	1	39	7.9%	92.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	12	13	11	1	39	36.8%	63.2%