

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	7	16	4	4		31	74.2%	25.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	12	6	5		31	64.5%	35.5%
3. I personally feel successful in my work.	8	21		2		31	93.5%	6.5%
4. I feel involved in decision-making at my school/worksite.	9	8	7	7		31	54.8%	45.2%
5. I want to be involved in decision-making at my school/worksite.	9	19	1	2		31	90.3%	9.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	13	5	7		31	61.3%	38.7%
7. In my school/worksite, I am treated as a professional.	13	11	6	1		31	77.4%	22.6%
8. There is good teamwork among staff in my school/worksite.	12	12	4	2		30	80.0%	20.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	16	7	5	2	31	58.6%	41.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	18	3		1	30	89.7%	10.3%
11. My work performance is evaluated fairly.	11	15	2	3		31	83.9%	16.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	9	12	9		31	32.3%	67.7%
13. I am provided adequate work and storage space to prepare for and do my job.	9	19	2	1		31	90.3%	9.7%
14. My administrators/supervisors respect the negotiated contracts.	14	13	3	1		31	87.1%	12.9%
15. My planning time is respected by my school administrations/supervisors.	10	12	2	4	3	31	78.6%	21.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	14	4	4	2	31	72.4%	27.6%
17. In my school, student misbehavior interferes with learning.	2	14	12	2	1	31	53.3%	46.7%
18. Too much instructional time is spent administering assessments.	12	11	6	1	1	31	76.7%	23.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	15	9	5	1	31	53.3%	46.7%
20. Increased workload has contributed to a decline in my morale.	7	17	6		1	31	80.0%	20.0%
21. I am paid fairly.	1	12	9	9		31	41.9%	58.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		6	9	14	2	31	20.7%	79.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		21	7	1	2	31	72.4%	27.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	24	1	1		31	93.5%	6.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	21	5	4		31	71.0%	29.0%
26. In my position, I receive appropriate and adequate support and training.	5	19	6	1		31	77.4%	22.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		6	10	15		31	19.4%	80.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	11	17		31	9.7%	90.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	5	13	10		30	23.3%	76.7%