

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	9	16	8	1		34	73.5%	26.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	17	5	2		34	79.4%	20.6%
3. I personally feel successful in my work.	11	21	3			35	91.4%	8.6%
4. I feel involved in decision-making at my school/worksite.	9	16	9	1		35	71.4%	28.6%
5. I want to be involved in decision-making at my school/worksite.	11	20	4			35	88.6%	11.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	18	5	3		35	77.1%	22.9%
7. In my school/worksite, I am treated as a professional.	13	18	4			35	88.6%	11.4%
8. There is good teamwork among staff in my school/worksite.	9	20	6			35	82.9%	17.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	18	4	3	2	35	78.8%	21.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	17	3	2		35	85.7%	14.3%
11. My work performance is evaluated fairly.	11	17	5	2		35	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	16	4	10	1	34	57.6%	42.4%
13. I am provided adequate work and storage space to prepare for and do my job.	10	18	3	4		35	80.0%	20.0%
14. My administrators/supervisors respect the negotiated contracts.	19	14	1	1		35	94.3%	5.7%
15. My planning time is respected by my school administrations/supervisors.	11	17	3	2	2	35	84.8%	15.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	17	5	1	1	35	82.4%	17.6%
17. In my school, student misbehavior interferes with learning.	9	17	5	3	1	35	76.5%	23.5%
18. Too much instructional time is spent administering assessments.	14	15	3	1	1	34	87.9%	12.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	7	16	9	3		35	65.7%	34.3%
20. Increased workload has contributed to a decline in my morale.	9	11	9	3	2	34	62.5%	37.5%
21. I am paid fairly.	2	11	14	8		35	37.1%	62.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	13	9	8	2	35	48.5%	51.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	14	12	3	1	34	54.5%	45.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	21	1	1		35	94.3%	5.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	19	8	1		35	74.3%	25.7%
26. In my position, I receive appropriate and adequate support and training.	9	21	2	3		35	85.7%	14.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	9	19	2	35	15.2%	84.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	8	23	2	34	3.1%	96.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	2	13	16	3	35	9.4%	90.6%