

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	6	11	27		45	15.6%	84.4%
2. There is an atmosphere of open communication and trust in my school/worksite.		9	17	18	1	45	20.5%	79.5%
3. I personally feel successful in my work.	12	26	2	5		45	84.4%	15.6%
4. I feel involved in decision-making at my school/worksite.	4	9	14	16	2	45	30.2%	69.8%
5. I want to be involved in decision-making at my school/worksite.	18	22	3		2	45	93.0%	7.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	9	14	17		45	31.1%	68.9%
7. In my school/worksite, I am treated as a professional.	6	19	11	9		45	55.6%	44.4%
8. There is good teamwork among staff in my school/worksite.	8	22	10	5		45	66.7%	33.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	16	8	12	7	45	47.4%	52.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	14	12	15		45	40.0%	60.0%
11. My work performance is evaluated fairly.	6	19	8	10	1	44	58.1%	41.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	12	12	14		45	42.2%	57.8%
13. I am provided adequate work and storage space to prepare for and do my job.	10	24	10	1		45	75.6%	24.4%
14. My administrators/supervisors respect the negotiated contracts.	11	24	6	3	1	45	79.5%	20.5%
15. My planning time is respected by my school administrations/supervisors.	7	19	9	2	8	45	70.3%	29.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	20	9	6	7	45	60.5%	39.5%
17. In my school, student misbehavior interferes with learning.		3	19	19	4	45	7.3%	92.7%
18. Too much instructional time is spent administering assessments.	21	17	3		4	45	92.7%	7.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	21	7	12	3	45	54.8%	45.2%
20. Increased workload has contributed to a decline in my morale.	12	17	11	3	1	44	67.4%	32.6%
21. I am paid fairly.	3	19	14	9		45	48.9%	51.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	12	12	19		44	29.5%	70.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	16	13	2	44	31.0%	69.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	26	2		2	43	95.1%	4.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	28	11	2	2	45	69.8%	30.2%
26. In my position, I receive appropriate and adequate support and training.	6	24	13	2		45	66.7%	33.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	12	24	2	45	16.3%	83.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	13	25	2	45	11.6%	88.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	10	16	11	5	45	32.5%	67.5%