

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	22	35	1			58	98.3%	1.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	24	31	1	1		57	96.5%	3.5%
3. I personally feel successful in my work.	16	38	4			58	93.1%	6.9%
4. I feel involved in decision-making at my school/worksite.	15	32	9	1	1	58	82.5%	17.5%
5. I want to be involved in decision-making at my school/worksite.	15	38	4		1	58	93.0%	7.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	19	32	6	1		58	87.9%	12.1%
7. In my school/worksite, I am treated as a professional.	27	29	2			58	96.6%	3.4%
8. There is good teamwork among staff in my school/worksite.	33	23	2			58	96.6%	3.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	30	11	2	1	58	77.2%	22.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	31	7	3	1	58	82.5%	17.5%
11. My work performance is evaluated fairly.	18	25	12	2	1	58	75.4%	24.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	20	11	19	2	57	45.5%	54.5%
13. I am provided adequate work and storage space to prepare for and do my job.	14	31	5	7	1	58	78.9%	21.1%
14. My administrators/supervisors respect the negotiated contracts.	26	30	2			58	96.6%	3.4%
15. My planning time is respected by my school administrations/supervisors.	11	31	8		8	58	84.0%	16.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	32	8	3	4	58	79.6%	20.4%
17. In my school, student misbehavior interferes with learning.	22	29	4	2	1	58	89.5%	10.5%
18. Too much instructional time is spent administering assessments.	24	22	4	1	6	57	90.2%	9.8%
19. HCPSS professional development experiences are meaningful and worthwhile.		16	14	24	2	56	29.6%	70.4%
20. Increased workload has contributed to a decline in my morale.	15	22	13	6	2	58	66.1%	33.9%
21. I am paid fairly.	1	33	16	8		58	58.6%	41.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	6	13	37		57	12.3%	87.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	41	10	2	1	58	78.9%	21.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	25	31	1		1	58	98.2%	1.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	37	7	7		57	75.4%	24.6%
26. In my position, I receive appropriate and adequate support and training.	8	35	8	6		57	75.4%	24.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	18	33	4	58	5.6%	94.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	17	35	3	58	5.5%	94.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	8	9	13	25	3	58	30.9%	69.1%