

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	35	15	6		59	64.4%	35.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	40	12	3		59	74.6%	25.4%
3. I personally feel successful in my work.	14	37	7			58	87.9%	12.1%
4. I feel involved in decision-making at my school/worksite.	5	24	23	6		58	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	10	41	7		1	59	87.9%	12.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	30	17	5	1	59	62.1%	37.9%
7. In my school/worksite, I am treated as a professional.	12	36	9	2		59	81.4%	18.6%
8. There is good teamwork among staff in my school/worksite.	22	32	4			58	93.1%	6.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	30	17	4	3	59	62.5%	37.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	18	31	9	1		59	83.1%	16.9%
11. My work performance is evaluated fairly.	7	34	12	5		58	70.7%	29.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	20	21	15		58	37.9%	62.1%
13. I am provided adequate work and storage space to prepare for and do my job.	11	32	12	3		58	74.1%	25.9%
14. My administrators/supervisors respect the negotiated contracts.	12	34	10	2		58	79.3%	20.7%
15. My planning time is respected by my school administrations/supervisors.	7	31	11	1	8	58	76.0%	24.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	30	7	2	2	58	83.9%	16.1%
17. In my school, student misbehavior interferes with learning.	9	23	20	4	2	58	57.1%	42.9%
18. Too much instructional time is spent administering assessments.	28	19	5		6	58	90.4%	9.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	23	17	10		56	51.8%	48.2%
20. Increased workload has contributed to a decline in my morale.	21	22	12	3		58	74.1%	25.9%
21. I am paid fairly.	1	19	25	13		58	34.5%	65.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	25	20	8	1	58	50.9%	49.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	23	23	8	2	58	44.6%	55.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	17	27	7	3	4	58	81.5%	18.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	37	11	2	3	57	75.9%	24.1%
26. In my position, I receive appropriate and adequate support and training.	9	43	5		1	58	91.2%	8.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	22	28	4	58	7.4%	92.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	20	30	3	58	9.1%	90.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	10	22	18	6	58	23.1%	76.9%