

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		15	18	12		45	33.3%	66.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	20	12	6		44	59.1%	40.9%
3. I personally feel successful in my work.	13	19	8	5		45	71.1%	28.9%
4. I feel involved in decision-making at my school/worksite.	3	18	14	9	1	45	47.7%	52.3%
5. I want to be involved in decision-making at my school/worksite.	14	25	4		2	45	90.7%	9.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	13	17	6		45	48.9%	51.1%
7. In my school/worksite, I am treated as a professional.	11	21	8	5		45	71.1%	28.9%
8. There is good teamwork among staff in my school/worksite.	14	27	4			45	91.1%	8.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	26	8	2	3	45	76.2%	23.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	31	4	3		45	84.4%	15.6%
11. My work performance is evaluated fairly.	6	30	4	5		45	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		18	15	10	2	45	41.9%	58.1%
13. I am provided adequate work and storage space to prepare for and do my job.	10	30	4	1		45	88.9%	11.1%
14. My administrators/supervisors respect the negotiated contracts.	12	25	5	3		45	82.2%	17.8%
15. My planning time is respected by my school administrations/supervisors.	9	16	11	3	6	45	64.1%	35.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	23	8	4	3	45	71.4%	28.6%
17. In my school, student misbehavior interferes with learning.	19	18	2	4	2	45	86.0%	14.0%
18. Too much instructional time is spent administering assessments.	12	23	5		5	45	87.5%	12.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	16	16	8	3	45	42.9%	57.1%
20. Increased workload has contributed to a decline in my morale.	18	16	9		2	45	79.1%	20.9%
21. I am paid fairly.	1	16	18	10		45	37.8%	62.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	1	12	27	2	45	9.3%	90.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	23	16	2	3	45	57.1%	42.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	27	1		4	45	97.6%	2.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	24	12	4	3	45	61.9%	38.1%
26. In my position, I receive appropriate and adequate support and training.	5	25	11	3	1	45	68.2%	31.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	15	26		45	8.9%	91.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	2	17	22		45	13.3%	86.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	21	18	1	45	11.4%	88.6%