

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	36	21	11		71	54.9%	45.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	28	24	14		71	46.5%	53.5%
3. I personally feel successful in my work.	16	42	9	3		71	81.7%	16.9%
4. I feel involved in decision-making at my school/worksite.	3	16	30	19	3	71	27.9%	72.1%
5. I want to be involved in decision-making at my school/worksite.	18	38	9	4	2	71	81.2%	18.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	23	28	18		71	35.2%	64.8%
7. In my school/worksite, I am treated as a professional.	18	37	7	9		71	77.5%	22.5%
8. There is good teamwork among staff in my school/worksite.	21	40	8	2		71	85.9%	14.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	37	12	7	4	71	71.6%	28.4%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	22	38	6	4		71	84.5%	14.1%
11. My work performance is evaluated fairly.	12	39	13	7		71	71.8%	28.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	21	22	17	1	71	42.9%	55.7%
13. I am provided adequate work and storage space to prepare for and do my job.	14	39	11	6		71	74.6%	23.9%
14. My administrators/supervisors respect the negotiated contracts.	8	49	10	4		71	80.3%	19.7%
15. My planning time is respected by my school administrations/supervisors.	8	42	7	4	8	71	79.4%	17.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	21	40	3	3	4	71	91.0%	9.0%
17. In my school, student misbehavior interferes with learning.	2	9	37	19	4	71	16.4%	83.6%
18. Too much instructional time is spent administering assessments.	20	23	19	3	5	71	65.2%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	16	24	22	6	71	29.2%	70.8%
20. Increased workload has contributed to a decline in my morale.	33	22	9	5	1	71	78.6%	20.0%
21. I am paid fairly	1	16	20	34		71	23.9%	76.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	23	31	11	2	71	39.1%	60.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	11	36	22	1	71	17.1%	82.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	20	45	5	1		71	91.5%	8.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	37	18	5	4	71	65.7%	34.3%
26. In my position, I receive appropriate and adequate support and training.	5	48	14	3		71	74.6%	23.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	22	38	4	71	9.0%	89.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	11	22	28	5	71	24.2%	75.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	11	15	25	17	3	71	38.2%	61.8%