

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	4	37	25	10		76	53.9%	46.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	46	21	4		76	67.1%	32.9%
3. I personally feel successful in my work.	19	46	7	4		76	85.5%	14.5%
4. I feel involved in decision-making at my school/worksite.	9	33	26	7	1	76	56.0%	44.0%
5. I want to be involved in decision-making at my school/worksite.	13	42	15	2	4	76	76.4%	23.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	44	15	1		76	78.9%	21.1%
7. In my school/worksite, I am treated as a professional.	13	51	7	4	1	76	85.3%	14.7%
8. There is good teamwork among staff in my school/worksite.	14	51	8	3		76	85.5%	14.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	44	14	6	3	76	72.6%	27.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	43	15	4		75	74.7%	25.3%
11. My work performance is evaluated fairly.	17	43	9	5	1	75	81.1%	18.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	29	12	25	2	76	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	16	47	9	4		76	82.9%	17.1%
14. My administrators/supervisors respect the negotiated contracts.	26	46	3		1	76	96.0%	4.0%
15. My planning time is respected by my school administrations/supervisors.	15	41	10	2	7	75	82.4%	17.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	27	23	19	5	76	40.8%	59.2%
17. In my school, student misbehavior interferes with learning.	14	37	20	1	2	74	70.8%	29.2%
18. Too much instructional time is spent administering assessments.	21	37	10	3	5	76	81.7%	18.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	11	31	27	4	76	19.4%	80.6%
20. Increased workload has contributed to a decline in my morale.	18	33	17	5	2	75	69.9%	30.1%
21. I am paid fairly.		32	32	12		76	42.1%	57.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	31	28	2	75	19.2%	80.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	40	19	8	5	76	62.0%	38.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	21	42	6	4	2	75	86.3%	13.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	44	21	1	3	75	69.4%	30.6%
26. In my position, I receive appropriate and adequate support and training.	7	54	14	1		76	80.3%	19.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	23	44	3	76	8.2%	91.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	27	45	2	76	2.7%	97.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	11	11	22	28	3	75	30.6%	69.4%