

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	25	6	8		41	65.9%	34.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	24	5	6		41	73.2%	26.8%
3. I personally feel successful in my work.	6	28	4	2		40	85.0%	15.0%
4. I feel involved in decision-making at my school/worksite.	5	16	12	7	1	41	52.5%	47.5%
5. I want to be involved in decision-making at my school/worksite.	10	24	5		1	40	87.2%	12.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	22	4	4		40	80.0%	20.0%
7. In my school/worksite, I am treated as a professional.	11	25	1	3		40	90.0%	10.0%
8. There is good teamwork among staff in my school/worksite.	3	26	5	7		41	70.7%	29.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	24	8	5		40	67.5%	32.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	19	19	1	2		41	92.7%	7.3%
11. My work performance is evaluated fairly.	10	22	6	2	1	41	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	18	11	10	1	41	47.5%	52.5%
13. I am provided adequate work and storage space to prepare for and do my job.	5	27	5	4		41	78.0%	22.0%
14. My administrators/supervisors respect the negotiated contracts.	21	18	1	1		41	95.1%	4.9%
15. My planning time is respected by my school administrations/supervisors.	15	15	4	1	5	40	85.7%	14.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	19	6	5	2	41	71.8%	28.2%
17. In my school, student misbehavior interferes with learning.	1	11	18	9	2	41	30.8%	69.2%
18. Too much instructional time is spent administering assessments.	19	14			8	41	100.0%	0.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	14	8	3	39	38.9%	61.1%
20. Increased workload has contributed to a decline in my morale.	15	15	11			41	73.2%	26.8%
21. I am paid fairly.		15	14	12		41	36.6%	63.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		4	7	28		39	10.3%	89.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		9	6	25		40	22.5%	77.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	20	6	2	2	41	79.5%	20.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	25	10	3	2	41	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	1	24	12	4		41	61.0%	39.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	2	14	20		41	17.1%	82.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	17	22		41	4.9%	95.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	7	16	13	1	41	27.5%	72.5%