

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	33	8	1		46	80.4%	19.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	31	9	1		46	78.3%	21.7%
3. I personally feel successful in my work.	15	26	5			46	89.1%	10.9%
4. I feel involved in decision-making at my school/worksite.	4	23	13	3	3	46	62.8%	37.2%
5. I want to be involved in decision-making at my school/worksite.	9	31	4		2	46	90.9%	9.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	32	3	1		45	91.1%	8.9%
7. In my school/worksite, I am treated as a professional.	14	28	2	2		46	91.3%	8.7%
8. There is good teamwork among staff in my school/worksite.	4	24	16	1		45	62.2%	37.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	27	11	1	1	45	72.7%	27.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	21	23	2			46	95.7%	4.3%
11. My work performance is evaluated fairly.	9	32	4			45	91.1%	8.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	20	10	11	1	45	52.3%	47.7%
13. I am provided adequate work and storage space to prepare for and do my job.	7	29	4	5		45	80.0%	20.0%
14. My administrators/supervisors respect the negotiated contracts.	19	26				45	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	16	19	3	1	6	45	89.7%	10.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	25	9	1	3	45	76.2%	23.8%
17. In my school, student misbehavior interferes with learning.		11	20	11	3	45	26.2%	73.8%
18. Too much instructional time is spent administering assessments.	18	15	5		6	44	86.8%	13.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	12	20	8	2	44	33.3%	66.7%
20. Increased workload has contributed to a decline in my morale.	12	23	10		1	46	77.8%	22.2%
21. I am paid fairly.		16	19	10		45	35.6%	64.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		8	28	9		45	17.8%	82.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		11	22	8	4	45	26.8%	73.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	28	7	2	2	44	78.6%	21.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	27	10	2	1	45	72.7%	27.3%
26. In my position, I receive appropriate and adequate support and training.	4	29	11	1		45	73.3%	26.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	1	16	21	3	46	14.0%	86.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	14	27	3	46	4.7%	95.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	7	21	10	3	46	27.9%	72.1%