

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	13	14	10		39	38.5%	61.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	15	14	8		39	43.6%	56.4%
3. I personally feel successful in my work.	6	24	6	3		39	76.9%	23.1%
4. I feel involved in decision-making at my school/worksite.	4	12	15	8		39	41.0%	59.0%
5. I want to be involved in decision-making at my school/worksite.	14	19	4		2	39	89.2%	10.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	11	13	9		39	43.6%	56.4%
7. In my school/worksite, I am treated as a professional.	8	20	10	1		39	71.8%	28.2%
8. There is good teamwork among staff in my school/worksite.	10	20	9			39	76.9%	23.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	20	8	3	3	38	68.6%	31.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	22	8	5		39	66.7%	33.3%
11. My work performance is evaluated fairly.	7	21	8	2		38	73.7%	26.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	17	15	5		38	47.4%	52.6%
13. I am provided adequate work and storage space to prepare for and do my job.	6	23	8	1		38	76.3%	23.7%
14. My administrators/supervisors respect the negotiated contracts.	7	26	4		1	38	89.2%	10.8%
15. My planning time is respected by my school administrations/supervisors.	3	22	9		4	38	73.5%	26.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	13	14	7		38	44.7%	55.3%
17. In my school, student misbehavior interferes with learning.	28	6	1	1	2	38	94.4%	5.6%
18. Too much instructional time is spent administering assessments.	6	21	7	1	1	36	77.1%	22.9%
19. HCPSS professional development experiences are meaningful and worthwhile.		23	8	6	1	38	62.2%	37.8%
20. Increased workload has contributed to a decline in my morale.	9	14	11	2	2	38	63.9%	36.1%
21. I am paid fairly.		20	15	4		39	51.3%	48.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	16	9	13		39	43.6%	56.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14	13	11		39	38.5%	61.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	27	3	2	1	39	86.8%	13.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	19	8	5	1	38	64.9%	35.1%
26. In my position, I receive appropriate and adequate support and training.	1	27	10	1		39	71.8%	28.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	15	18	4	39	5.7%	94.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		5	17	14	3	39	13.9%	86.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	8	16	11	1	39	28.9%	71.1%