

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	26	4	1		37	86.5%	13.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	29	4	2		37	83.8%	16.2%
3. I personally feel successful in my work.	12	20	3	2		37	86.5%	13.5%
4. I feel involved in decision-making at my school/worksite.	8	16	7	5	1	37	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	17	17	1	1	1	37	94.4%	5.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	10	19	5	3		37	78.4%	21.6%
7. In my school/worksite, I am treated as a professional.	15	18	2	1		36	91.7%	8.3%
8. There is good teamwork among staff in my school/worksite.	11	20	5	1		37	83.8%	16.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	20	7	5	1	37	66.7%	33.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	18	4			37	89.2%	10.8%
11. My work performance is evaluated fairly.	15	18	4			37	89.2%	10.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	21	3	3	2	36	82.4%	17.6%
13. I am provided adequate work and storage space to prepare for and do my job.	12	19	6			37	83.8%	16.2%
14. My administrators/supervisors respect the negotiated contracts.	23	13			1	37	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	15	16	2		4	37	93.9%	6.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	19	17			1	37	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.	7	17	9	3		36	66.7%	33.3%
18. Too much instructional time is spent administering assessments.	17	7	6	1	5	36	77.4%	22.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	22	8	2	1	37	72.2%	27.8%
20. Increased workload has contributed to a decline in my morale.	4	12	15	5	1	37	44.4%	55.6%
21. I am paid fairly.	2	19	10	6		37	56.8%	43.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	14	8	1	37	38.9%	61.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	12	12	10		36	38.9%	61.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	26	3			37	91.9%	8.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	26	4	2		37	83.8%	16.2%
26. In my position, I receive appropriate and adequate support and training.	6	29		2		37	94.6%	5.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	11	23	1	37	5.6%	94.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		11	24	1	37	2.8%	97.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	7	13	14		37	27.0%	73.0%