

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	9	2		38	71.1%	28.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	23	10	2		38	68.4%	31.6%
3. I personally feel successful in my work.	8	24	4			36	88.9%	11.1%
4. I feel involved in decision-making at my school/worksite.	3	17	17	1		38	52.6%	47.4%
5. I want to be involved in decision-making at my school/worksite.	11	25	2			38	94.7%	5.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	15	13	2		38	60.5%	39.5%
7. In my school/worksite, I am treated as a professional.	8	22	6	2		38	78.9%	21.1%
8. There is good teamwork among staff in my school/worksite.	8	23	7			38	81.6%	18.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	21	9	1		37	73.0%	27.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	18	3	1		37	89.2%	10.8%
11. My work performance is evaluated fairly.	7	22	9			38	76.3%	23.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	15	13	6	2	37	45.7%	54.3%
13. I am provided adequate work and storage space to prepare for and do my job.	3	27	5	2	1	38	81.1%	18.9%
14. My administrators/supervisors respect the negotiated contracts.	8	27	2	1		38	92.1%	7.9%
15. My planning time is respected by my school administrations/supervisors.	6	23	5		4	38	85.3%	14.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	26	3			37	91.9%	8.1%
17. In my school, student misbehavior interferes with learning.	2	11	19	6		38	34.2%	65.8%
18. Too much instructional time is spent administering assessments.	28	7	2		1	38	94.6%	5.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	21	9	7		38	57.9%	42.1%
20. Increased workload has contributed to a decline in my morale.	13	15	6	4		38	73.7%	26.3%
21. I am paid fairly.	1	9	22	6		38	26.3%	73.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	14	14	7		38	44.7%	55.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	17	14	5	1	38	48.6%	51.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	16	5		2	37	85.7%	14.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	22	13	1		38	63.2%	36.8%
26. In my position, I receive appropriate and adequate support and training.	5	26	6	1		38	81.6%	18.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	17	16	1	38	10.8%	89.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	21	15	1	38	2.7%	97.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	6	18	12	1	38	18.9%	81.1%