

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	40	18	9		68	60.3%	39.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	32	26	8		69	50.7%	49.3%
3. I personally feel successful in my work.	24	35	6	4		69	85.5%	14.5%
4. I feel involved in decision-making at my school/worksite.	8	27	24	9		68	51.5%	48.5%
5. I want to be involved in decision-making at my school/worksite.	15	44	6	2		67	88.1%	11.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	36	16	7		68	66.2%	33.8%
7. In my school/worksite, I am treated as a professional.	20	34	8	6		68	79.4%	20.6%
8. There is good teamwork among staff in my school/worksite.	5	43	15	6		69	69.6%	30.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	40	10	6	9	69	73.3%	26.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	20	39	9	1		69	85.5%	14.5%
11. My work performance is evaluated fairly.	14	38	14	2	1	69	76.5%	23.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	12	19	24	11	3	69	47.0%	53.0%
13. I am provided adequate work and storage space to prepare for and do my job.	20	37	8	3	1	69	83.8%	16.2%
14. My administrators/supervisors respect the negotiated contracts.	23	42	3			68	95.6%	4.4%
15. My planning time is respected by my school administrations/supervisors.	19	29	7	3	11	69	82.8%	17.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	37	10	4	10	68	75.9%	24.1%
17. In my school, student misbehavior interferes with learning.	19	30	14	2	4	69	75.4%	24.6%
18. Too much instructional time is spent administering assessments.	23	26	13		6	68	79.0%	21.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	22	25	12	7	68	39.3%	60.7%
20. Increased workload has contributed to a decline in my morale.	16	27	20	3	2	68	65.2%	34.8%
21. I am paid fairly.	4	34	17	13		68	55.9%	44.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	21	30	8	3	69	42.4%	57.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	22	30	10	6	69	36.5%	63.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	36	14	2	6	69	74.6%	25.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	38	19	6	3	69	62.1%	37.9%
26. In my position, I receive appropriate and adequate support and training.	7	45	13	2	1	68	77.6%	22.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	10	23	29	2	69	22.4%	77.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	4	24	34	1	67	12.1%	87.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	15	27	20	4	69	27.7%	72.3%