

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		13	19	24		56	23.2%	76.8%
2. There is an atmosphere of open communication and trust in my school/worksite.		18	17	21		56	32.1%	67.9%
3. I personally feel successful in my work.	12	34	4	6		56	82.1%	17.9%
4. I feel involved in decision-making at my school/worksite.	2	18	22	13	1	56	36.4%	63.6%
5. I want to be involved in decision-making at my school/worksite.	10	36	8	1	1	56	83.6%	16.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	24	10	18		56	50.0%	50.0%
7. In my school/worksite, I am treated as a professional.	10	23	13	10		56	58.9%	41.1%
8. There is good teamwork among staff in my school/worksite.	5	24	16	11		56	51.8%	48.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	30	9	9	4	56	65.4%	34.6%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	13	33	6	4		56	82.1%	17.9%
11. My work performance is evaluated fairly.	6	26	9	13	2	56	59.3%	40.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	22	15	13	1	56	49.1%	50.9%
13. I am provided adequate work and storage space to prepare for and do my job.	11	38	6	1		56	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	6	37	8	4	1	56	78.2%	21.8%
15. My planning time is respected by my school administrations/supervisors.	5	32	11	3	5	56	72.5%	27.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	19	15	10	5	56	49.0%	49.0%
17. In my school, student misbehavior interferes with learning.	13	26	10	4	3	56	73.6%	26.4%
18. Too much instructional time is spent administering assessments.	13	22	12	3	5	56	68.6%	29.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	18	18	14	4	56	38.5%	61.5%
20. Increased workload has contributed to a decline in my morale.	19	20	12	4	1	56	70.9%	29.1%
21. I am paid fairly	3	16	27	9		56	33.9%	64.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	28	17	10		56	51.8%	48.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	25	18	11		56	46.4%	51.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	12	34	5	3	2	56	85.2%	14.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	33	12	6	4	56	65.4%	34.6%
26. In my position, I receive appropriate and adequate support and training.	3	28	15	9	1	56	56.4%	43.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	11	20	20	1	56	27.3%	72.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6	12	21	16	1	56	32.7%	67.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	15	24	12	1	56	34.5%	65.5%