

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	23	13	6		46	58.7%	41.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	24	14	4	1	47	60.9%	39.1%
3. I personally feel successful in my work.	10	32	5			47	89.4%	10.6%
4. I feel involved in decision-making at my school/worksite.	3	18	18	7	1	47	45.7%	54.3%
5. I want to be involved in decision-making at my school/worksite.	17	24	5		1	47	89.1%	10.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	21	14	5		47	59.6%	40.4%
7. In my school/worksite, I am treated as a professional.	10	26	6	5		47	76.6%	23.4%
8. There is good teamwork among staff in my school/worksite.	7	19	16	4		46	56.5%	43.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	24	12	4		46	65.2%	34.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	28	8	5		47	72.3%	27.7%
11. My work performance is evaluated fairly.	10	25	8	3	1	47	76.1%	23.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	22	12	9	1	46	53.3%	46.7%
13. I am provided adequate work and storage space to prepare for and do my job.	13	24	5	2	1	45	84.1%	15.9%
14. My administrators/supervisors respect the negotiated contracts.	15	27	2	3		47	89.4%	10.6%
15. My planning time is respected by my school administrations/supervisors.	6	25	4	3	9	47	81.6%	18.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	25	9	6	2	46	65.9%	34.1%
17. In my school, student misbehavior interferes with learning.	22	12	8	5		47	72.3%	27.7%
18. Too much instructional time is spent administering assessments.	20	15	7	1	4	47	81.4%	18.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	20	18	5	1	47	50.0%	50.0%
20. Increased workload has contributed to a decline in my morale.	11	16	14	4	1	46	60.0%	40.0%
21. I am paid fairly.		21	16	10		47	44.7%	55.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		11	18	17		46	23.9%	76.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	13	15	16		46	32.6%	67.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	30	5	5		46	78.3%	21.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	30	8	5	1	47	71.7%	28.3%
26. In my position, I receive appropriate and adequate support and training.	5	32	6	4		47	78.7%	21.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	6	14	23	1	47	19.6%	80.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	16	27	2	47	4.4%	95.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	8	18	17	1	46	22.2%	77.8%