

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	22	15	4		44	56.8%	43.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	21	14	4		44	59.1%	40.9%
3. I personally feel successful in my work.	10	31	1	2		44	93.2%	6.8%
4. I feel involved in decision-making at my school/worksite.	6	18	17	2	1	44	55.8%	44.2%
5. I want to be involved in decision-making at my school/worksite.	7	34	1		2	44	97.6%	2.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	20	12	3		44	65.9%	34.1%
7. In my school/worksite, I am treated as a professional.	11	24	7	1		43	81.4%	18.6%
8. There is good teamwork among staff in my school/worksite.	5	29	10			44	77.3%	22.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	22	7	3	1	40	74.4%	25.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	2	20	14	8		44	50.0%	50.0%
11. My work performance is evaluated fairly.	8	28	6	2		44	81.8%	18.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	21	11	8	2	44	54.8%	45.2%
13. I am provided adequate work and storage space to prepare for and do my job.	8	24	4	8		44	72.7%	27.3%
14. My administrators/supervisors respect the negotiated contracts.	12	28	3			43	93.0%	7.0%
15. My planning time is respected by my school administrations/supervisors.	7	19	7		10	43	78.8%	21.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	19	7	6	4	43	66.7%	33.3%
17. In my school, student misbehavior interferes with learning.	11	23	3	2	4	43	87.2%	12.8%
18. Too much instructional time is spent administering assessments.	14	15	7		7	43	80.6%	19.4%
19. HCPSS professional development experiences are meaningful and worthwhile.		24	14	4	2	44	57.1%	42.9%
20. Increased workload has contributed to a decline in my morale.	8	15	14	3	3	43	57.5%	42.5%
21. I am paid fairly.	2	18	15	8		43	46.5%	53.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	25	11	6	1	44	60.5%	39.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	26	9	5	1	43	66.7%	33.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	9	29	4	1	1	44	88.4%	11.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	25	7	5	3	43	70.0%	30.0%
26. In my position, I receive appropriate and adequate support and training.	3	29	9	3		44	72.7%	27.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	1	21	12	5	44	15.4%	84.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	3	19	15	6	44	10.5%	89.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	7	22	10	4	44	20.0%	80.0%