

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	30	2	1		43	93.0%	7.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	28	4	1		43	88.4%	11.6%
3. I personally feel successful in my work.	12	27	3	1		43	90.7%	9.3%
4. I feel involved in decision-making at my school/worksite.	10	23	9		1	43	78.6%	21.4%
5. I want to be involved in decision-making at my school/worksite.	13	24	4		1	42	90.2%	9.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	26	3	1		43	90.7%	9.3%
7. In my school/worksite, I am treated as a professional.	18	23	2			43	95.3%	4.7%
8. There is good teamwork among staff in my school/worksite.	15	23	5			43	88.4%	11.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	20	7	1	3	43	80.0%	20.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	13	15	7		43	48.8%	51.2%
11. My work performance is evaluated fairly.	13	25	2	2		42	90.5%	9.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	11	13	14	1	43	35.7%	64.3%
13. I am provided adequate work and storage space to prepare for and do my job.	11	24	4	4		43	81.4%	18.6%
14. My administrators/supervisors respect the negotiated contracts.	26	15	2			43	95.3%	4.7%
15. My planning time is respected by my school administrations/supervisors.	15	20	2		6	43	94.6%	5.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	21	6		2	43	85.4%	14.6%
17. In my school, student misbehavior interferes with learning.		15	18	5	5	43	39.5%	60.5%
18. Too much instructional time is spent administering assessments.	21	14	3	2	2	42	87.5%	12.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	19	10	11		42	50.0%	50.0%
20. Increased workload has contributed to a decline in my morale.	17	15	7	4		43	74.4%	25.6%
21. I am paid fairly.	1	17	14	11		43	41.9%	58.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		5	16	22		43	11.6%	88.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		4	17	20	1	42	9.8%	90.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	20	19	2	1	1	43	92.9%	7.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	23	8	4	1	43	71.4%	28.6%
26. In my position, I receive appropriate and adequate support and training.	6	24	9	3	1	43	71.4%	28.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	10	25	4	43	10.3%	89.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	10	28	4	43	2.6%	97.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	10	16	12	4	43	28.2%	71.8%