

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	37	4			48	91.7%	8.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	35	4	1		48	89.6%	10.4%
3. I personally feel successful in my work.	16	26	4	2		48	87.5%	12.5%
4. I feel involved in decision-making at my school/worksite.	9	31	6	2		48	83.3%	16.7%
5. I want to be involved in decision-making at my school/worksite.	14	32	2			48	95.8%	4.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	27	6	1		48	85.4%	14.6%
7. In my school/worksite, I am treated as a professional.	21	23	3	1		48	91.7%	8.3%
8. There is good teamwork among staff in my school/worksite.	14	28	5	1		48	87.5%	12.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	29	4	2	2	48	87.0%	13.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	25	5	2	1	48	85.1%	14.9%
11. My work performance is evaluated fairly.	12	33	2	1		48	93.8%	6.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	12	20	12		48	33.3%	66.7%
13. I am provided adequate work and storage space to prepare for and do my job.	8	29	5	5		47	78.7%	21.3%
14. My administrators/supervisors respect the negotiated contracts.	21	26	1			48	97.9%	2.1%
15. My planning time is respected by my school administrations/supervisors.	16	22	4	1	5	48	88.4%	11.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	27	5	1	5	48	86.0%	14.0%
17. In my school, student misbehavior interferes with learning.	1	8	23	14	2	48	19.6%	80.4%
18. Too much instructional time is spent administering assessments.	20	14	9	2	3	48	75.6%	24.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	25	16	6		48	54.2%	45.8%
20. Increased workload has contributed to a decline in my morale.	16	22	7	2	1	48	80.9%	19.1%
21. I am paid fairly.	2	17	18	10		47	40.4%	59.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	17	20	7		47	42.6%	57.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		23	21	4		48	47.9%	52.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	30	5		1	48	89.4%	10.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	30	9	3	1	48	74.5%	25.5%
26. In my position, I receive appropriate and adequate support and training.	5	30	13			48	72.9%	27.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	2	12	28	4	48	9.1%	90.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		4	10	30	4	48	9.1%	90.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	5	20	18	3	48	15.6%	84.4%