

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	43	22	7		79	63.3%	36.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	41	22	7		78	62.8%	37.2%
3. I personally feel successful in my work.	22	48	9			79	88.6%	11.4%
4. I feel involved in decision-making at my school/worksite.	7	42	21	6	2	78	64.5%	35.5%
5. I want to be involved in decision-making at my school/worksite.	8	55	9	1	5	78	86.3%	13.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	26	24	15		79	50.6%	49.4%
7. In my school/worksite, I am treated as a professional.	26	42	9	2		79	86.1%	13.9%
8. There is good teamwork among staff in my school/worksite.	21	40	10	7		78	78.2%	21.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	44	8	3	4	79	85.3%	14.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	27	42	7	2		78	88.5%	11.5%
11. My work performance is evaluated fairly.	17	44	12	5		78	78.2%	21.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	32	26	11	2	78	51.3%	48.7%
13. I am provided adequate work and storage space to prepare for and do my job.	32	43	2	1	1	79	96.2%	3.8%
14. My administrators/supervisors respect the negotiated contracts.	28	42	8	1		79	88.6%	11.4%
15. My planning time is respected by my school administrations/supervisors.	21	37	7	2	12	79	86.6%	13.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	43	11	2	8	79	81.7%	18.3%
17. In my school, student misbehavior interferes with learning.	1	14	34	27	3	79	19.7%	80.3%
18. Too much instructional time is spent administering assessments.	29	27	16	2	5	79	75.7%	24.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	26	27	18	4	79	40.0%	60.0%
20. Increased workload has contributed to a decline in my morale.	25	31	18	2	3	79	73.7%	26.3%
21. I am paid fairly.	1	30	34	14		79	39.2%	60.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		17	16	41	2	76	23.0%	77.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		15	22	38	2	77	20.0%	80.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	26	46	5	1		78	92.3%	7.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	45	11	9	5	79	73.0%	27.0%
26. In my position, I receive appropriate and adequate support and training.	14	49	12	3		78	80.8%	19.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	28	43	2	79	7.8%	92.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	5	28	40	2	78	10.5%	89.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	8	13	31	23	4	79	28.0%	72.0%