

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	30	1			38	97.4%	2.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	26			1	38	100.0%	0.0%
3. I personally feel successful in my work.	11	21	6			38	84.2%	15.8%
4. I feel involved in decision-making at my school/worksite.	7	21	5	3	2	38	77.8%	22.2%
5. I want to be involved in decision-making at my school/worksite.	8	23	5	1	1	38	83.8%	16.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	19	7	1	1	38	78.4%	21.6%
7. In my school/worksite, I am treated as a professional.	18	15	4			37	89.2%	10.8%
8. There is good teamwork among staff in my school/worksite.	18	18	1	1		38	94.7%	5.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	18	7	2	2	38	75.0%	25.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	19	3	1		38	89.5%	10.5%
11. My work performance is evaluated fairly.	8	21	7	2		38	76.3%	23.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	14	10	11		38	44.7%	55.3%
13. I am provided adequate work and storage space to prepare for and do my job.	12	23	2	1		38	92.1%	7.9%
14. My administrators/supervisors respect the negotiated contracts.	14	23			1	38	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	11	22	1		4	38	97.1%	2.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	17	4	3	4	38	79.4%	20.6%
17. In my school, student misbehavior interferes with learning.	6	14	13	3	2	38	55.6%	44.4%
18. Too much instructional time is spent administering assessments.	13	11	9	1	4	38	70.6%	29.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	12	17	3	4	38	41.2%	58.8%
20. Increased workload has contributed to a decline in my morale.	8	21	2	5	2	38	80.6%	19.4%
21. I am paid fairly.		12	16	10		38	31.6%	68.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		7	9	21	1	38	18.9%	81.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	6	9	21	1	38	18.9%	81.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	25	3		2	38	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		22	10	3	3	38	62.9%	37.1%
26. In my position, I receive appropriate and adequate support and training.	5	22	10	1		38	71.1%	28.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	9	26	1	38	5.4%	94.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		10	26	1	38	2.7%	97.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	6	11	19	1	38	18.9%	81.1%