

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	34	26	13		83	53.0%	47.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	46	19	11		83	63.9%	36.1%
3. I personally feel successful in my work.	13	50	16	4		83	75.9%	24.1%
4. I feel involved in decision-making at my school/worksite.	7	24	32	17		80	38.8%	61.3%
5. I want to be involved in decision-making at my school/worksite.	18	54	7	2	2	83	88.9%	11.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	30	26	15		82	50.0%	50.0%
7. In my school/worksite, I am treated as a professional.	18	43	11	9	1	82	75.3%	24.7%
8. There is good teamwork among staff in my school/worksite.	21	44	14	4		83	78.3%	21.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	33	14	20	7	83	55.3%	44.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	44	17	5	1	83	73.2%	26.8%
11. My work performance is evaluated fairly.	7	44	21	7	2	81	64.6%	35.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	23	22	28		82	39.0%	61.0%
13. I am provided adequate work and storage space to prepare for and do my job.	25	45	7	5	1	83	85.4%	14.6%
14. My administrators/supervisors respect the negotiated contracts.	17	52	9	3	1	82	85.2%	14.8%
15. My planning time is respected by my school administrations/supervisors.	17	42	12	6	6	83	76.6%	23.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	37	23	9	8	83	57.3%	42.7%
17. In my school, student misbehavior interferes with learning.	10	25	33	9	6	83	45.5%	54.5%
18. Too much instructional time is spent administering assessments.	36	29	10	2	6	83	84.4%	15.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	20	41	18	1	83	28.0%	72.0%
20. Increased workload has contributed to a decline in my morale.	39	29	10	5		83	81.9%	18.1%
21. I am paid fairly.	1	16	32	32		81	21.0%	79.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		9	20	54		83	10.8%	89.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		10	19	54		83	12.0%	88.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	28	41	8	4	2	83	85.2%	14.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	41	25	8	3	83	58.8%	41.3%
26. In my position, I receive appropriate and adequate support and training.	5	49	19	7	1	81	67.5%	32.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	9	29	34	5	82	18.2%	81.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	6	37	33	4	83	11.4%	88.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	10	20	29	19	5	83	38.5%	61.5%