

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	24	13	2		40	62.5%	37.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	26	9	1	1	40	74.4%	25.6%
3. I personally feel successful in my work.	14	21	5			40	87.5%	12.5%
4. I feel involved in decision-making at my school/worksite.	5	15	17	3		40	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	10	24	4		1	39	89.5%	10.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	22	12	1		40	67.5%	32.5%
7. In my school/worksite, I am treated as a professional.	9	26	3			38	92.1%	7.9%
8. There is good teamwork among staff in my school/worksite.	8	26	4	2		40	85.0%	15.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	21	10	2	2	40	68.4%	31.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	23	2	1		40	92.5%	7.5%
11. My work performance is evaluated fairly.	11	26	3			40	92.5%	7.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	15	11	7	2	40	52.6%	47.4%
13. I am provided adequate work and storage space to prepare for and do my job.	11	23	5	1		40	85.0%	15.0%
14. My administrators/supervisors respect the negotiated contracts.	14	23	2		1	40	94.9%	5.1%
15. My planning time is respected by my school administrations/supervisors.	10	25	1	1	3	40	94.6%	5.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	12	13	9	4	40	38.9%	61.1%
17. In my school, student misbehavior interferes with learning.	21	14	2	1	2	40	92.1%	7.9%
18. Too much instructional time is spent administering assessments.	23	12	3	1	1	40	89.7%	10.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	19	12	5	3	40	54.1%	45.9%
20. Increased workload has contributed to a decline in my morale.	10	12	15	1	2	40	57.9%	42.1%
21. I am paid fairly.	1	14	15	10		40	37.5%	62.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		10	16	13	1	40	25.6%	74.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		13	17	8	1	39	34.2%	65.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	4	31	5			40	87.5%	12.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	24	8	1	2	40	76.3%	23.7%
26. In my position, I receive appropriate and adequate support and training.	4	24	9	3		40	70.0%	30.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	12	25		40	7.5%	92.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	14	23		40	7.5%	92.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	10	15	13		40	30.0%	70.0%