

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	19	5	1	1	33	81.3%	18.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	21	4		1	33	87.5%	12.5%
3. I personally feel successful in my work.	9	18	4	2		33	81.8%	18.2%
4. I feel involved in decision-making at my school/worksite.	9	10	11	2	1	33	59.4%	40.6%
5. I want to be involved in decision-making at my school/worksite.	10	18	3	1	1	33	87.5%	12.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	14	8	1		33	72.7%	27.3%
7. In my school/worksite, I am treated as a professional.	12	21				33	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	10	19	4			33	87.9%	12.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	15	7	3	2	33	67.7%	32.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	21	2			33	93.9%	6.1%
11. My work performance is evaluated fairly.	7	18	6	2		33	75.8%	24.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	12	8	10		33	45.5%	54.5%
13. I am provided adequate work and storage space to prepare for and do my job.	8	20	3	1		32	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	13	19	1			33	97.0%	3.0%
15. My planning time is respected by my school administrations/supervisors.	12	14	2		5	33	92.9%	7.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	18	6	3	2	33	71.0%	29.0%
17. In my school, student misbehavior interferes with learning.	6	16	7	2	2	33	71.0%	29.0%
18. Too much instructional time is spent administering assessments.	14	12	5		2	33	83.9%	16.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	13	10	7		33	48.5%	51.5%
20. Increased workload has contributed to a decline in my morale.	7	13	9	2	2	33	64.5%	35.5%
21. I am paid fairly.	1	11	15	6		33	36.4%	63.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	18	8	6		33	57.6%	42.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		20	8	4	1	33	62.5%	37.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	24	1	2		33	90.9%	9.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	18	8	2	1	33	68.8%	31.3%
26. In my position, I receive appropriate and adequate support and training.	8	18	6	1		33	78.8%	21.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	10	20	1	33	6.3%	93.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			12	20	1	33	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		8	11	13	1	33	25.0%	75.0%