

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	17	14	20		56	39.3%	60.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	25	22	6		56	50.0%	50.0%
3. I personally feel successful in my work.	10	33	12			56	76.8%	21.4%
4. I feel involved in decision-making at my school/worksite.	5	16	24	9	1	56	38.2%	60.0%
5. I want to be involved in decision-making at my school/worksite.	12	36	7			56	85.7%	12.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	19	18	11		56	48.2%	51.8%
7. In my school/worksite, I am treated as a professional.	10	30	9	5		56	71.4%	25.0%
8. There is good teamwork among staff in my school/worksite.	11	26	13	5		56	66.1%	32.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	21	10	6	7	56	67.3%	32.7%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	17	31	4	3	1	56	87.3%	12.7%
11. My work performance is evaluated fairly.	10	16	17	12	1	56	47.3%	52.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	19	11	24		56	37.5%	62.5%
13. I am provided adequate work and storage space to prepare for and do my job.	24	27	3	2		56	91.1%	8.9%
14. My administrators/supervisors respect the negotiated contracts.	13	33	5	3		56	82.1%	14.3%
15. My planning time is respected by my school administrations/supervisors.	11	20	13	8	3	56	58.5%	39.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	27	6	7	2	56	75.9%	24.1%
17. In my school, student misbehavior interferes with learning.	2	8	21	24	1	56	18.2%	81.8%
18. Too much instructional time is spent administering assessments.	19	24	10	1	1	56	78.2%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	12	21	18		56	28.6%	69.6%
20. Increased workload has contributed to a decline in my morale.	35	11	8	1	1	56	83.6%	16.4%
21. I am paid fairly	1	5	21	29		56	10.7%	89.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	14	18	19		56	33.9%	66.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	4	22	28		56	10.7%	89.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	27	23	5	1		56	89.3%	10.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	33	13	1	3	56	73.6%	26.4%
26. In my position, I receive appropriate and adequate support and training.	5	34	16	1		56	69.6%	30.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	12	40	1	56	5.5%	94.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	3	17	31	1	56	12.7%	87.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	20	13	15	2	56	48.1%	51.9%