

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	5	20	34		60	10.0%	90.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	12	21	26		60	21.7%	78.3%
3. I personally feel successful in my work.	10	35	9	6		60	75.0%	25.0%
4. I feel involved in decision-making at my school/worksite.	2	16	18	23	1	60	30.5%	69.5%
5. I want to be involved in decision-making at my school/worksite.	17	36	3	2	2	60	91.4%	8.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	18	21	16		59	37.3%	62.7%
7. In my school/worksite, I am treated as a professional.	6	26	10	17		59	54.2%	45.8%
8. There is good teamwork among staff in my school/worksite.	13	31	11	4		59	74.6%	25.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	24	12	14	5	60	52.7%	47.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	45	1	4		60	91.7%	8.3%
11. My work performance is evaluated fairly.	6	38	10	4		58	75.9%	24.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	21	20	16	1	60	39.0%	61.0%
13. I am provided adequate work and storage space to prepare for and do my job.	11	41	3	5		60	86.7%	13.3%
14. My administrators/supervisors respect the negotiated contracts.	10	33	9	6	1	59	74.1%	25.9%
15. My planning time is respected by my school administrations/supervisors.	3	26	11	10	9	59	58.0%	42.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	34	6	6	4	59	78.2%	21.8%
17. In my school, student misbehavior interferes with learning.	5	13	31	9	1	59	31.0%	69.0%
18. Too much instructional time is spent administering assessments.	35	18	4	2	1	60	89.8%	10.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	23	17	12	2	59	49.1%	50.9%
20. Increased workload has contributed to a decline in my morale.	34	18	7			59	88.1%	11.9%
21. I am paid fairly.		21	25	13		59	35.6%	64.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		9	20	31		60	15.0%	85.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		15	24	20	1	60	25.4%	74.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	40	5	2	2	60	87.9%	12.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		40	11	8		59	67.8%	32.2%
26. In my position, I receive appropriate and adequate support and training.	3	36	10	11		60	65.0%	35.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	3	21	32	2	60	8.6%	91.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	8	24	22	3	60	19.3%	80.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	9	24	22	2	59	19.3%	80.7%