

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	1	7	18	24		50	16.0%	84.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	7	22	20		50	16.0%	84.0%
3. I personally feel successful in my work.	10	22	9	7	1	49	66.7%	33.3%
4. I feel involved in decision-making at my school/worksite.	2	9	20	17	1	49	22.9%	77.1%
5. I want to be involved in decision-making at my school/worksite.	10	33	2	3	2	50	89.6%	10.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	14	13	21		50	32.0%	68.0%
7. In my school/worksite, I am treated as a professional.	5	19	12	13		49	49.0%	51.0%
8. There is good teamwork among staff in my school/worksite.	9	29	10	2		50	76.0%	24.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	14	17	10	5	50	40.0%	60.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	28	4	4		50	84.0%	16.0%
11. My work performance is evaluated fairly.	9	29	8	4		50	76.0%	24.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	15	17	13	2	50	37.5%	62.5%
13. I am provided adequate work and storage space to prepare for and do my job.	8	36	4	2		50	88.0%	12.0%
14. My administrators/supervisors respect the negotiated contracts.	8	28	8	4	1	49	75.0%	25.0%
15. My planning time is respected by my school administrations/supervisors.	6	24	6	6	7	49	71.4%	28.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	17	11	14	5	50	44.4%	55.6%
17. In my school, student misbehavior interferes with learning.	4	23	18	2	2	49	57.4%	42.6%
18. Too much instructional time is spent administering assessments.	20	25	1	2	2	50	93.8%	6.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	16	17	15		49	34.7%	65.3%
20. Increased workload has contributed to a decline in my morale.	29	14	5	1	1	50	87.8%	12.2%
21. I am paid fairly.	1	12	18	19		50	26.0%	74.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		1	6	42		49	2.0%	98.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	29	7	3	1	49	79.2%	20.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	17	30	3			50	94.0%	6.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	25	15	6	1	50	57.1%	42.9%
26. In my position, I receive appropriate and adequate support and training.	4	29	9	7		49	67.3%	32.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	8	18	21	1	49	18.8%	81.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	5	23	16	1	49	18.8%	81.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	8	20	15	3	49	23.9%	76.1%