

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	18	23	19		61	31.1%	68.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	21	22	17		61	36.1%	63.9%
3. I personally feel successful in my work.	10	38	7	6		61	78.7%	21.3%
4. I feel involved in decision-making at my school/worksite.	2	22	23	14		61	39.3%	60.7%
5. I want to be involved in decision-making at my school/worksite.	8	45	6	2		61	86.9%	13.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	29	9	17	2	61	55.9%	44.1%
7. In my school/worksite, I am treated as a professional.	7	35	9	10		61	68.9%	31.1%
8. There is good teamwork among staff in my school/worksite.	7	33	14	6	1	61	66.7%	33.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	34	6	4	12	60	79.2%	20.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	3	39	11	7	1	61	70.0%	30.0%
11. My work performance is evaluated fairly.	4	28	12	16	1	61	53.3%	46.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	19	23	13	2	61	39.0%	61.0%
13. I am provided adequate work and storage space to prepare for and do my job.	9	41	8	3		61	82.0%	18.0%
14. My administrators/supervisors respect the negotiated contracts.	9	44	5	3		61	86.9%	13.1%
15. My planning time is respected by my school administrations/supervisors.	5	34	6	3	13	61	81.3%	18.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	28	10	12	8	61	58.5%	41.5%
17. In my school, student misbehavior interferes with learning.	29	25	3		4	61	94.7%	5.3%
18. Too much instructional time is spent administering assessments.	26	19	7		9	61	86.5%	13.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	14	22	18	4	61	29.8%	70.2%
20. Increased workload has contributed to a decline in my morale.	25	21	12	1	2	61	78.0%	22.0%
21. I am paid fairly.		19	25	17		61	31.1%	68.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		6	17	36	1	60	10.2%	89.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		5	20	33	2	60	8.6%	91.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	15	37	5	3		60	86.7%	13.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	31	18	9	1	61	55.0%	45.0%
26. In my position, I receive appropriate and adequate support and training.	3	35	16	7		61	62.3%	37.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	7	25	25	3	61	13.8%	86.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	5	25	25	3	60	12.3%	87.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	7	28	19	4	61	17.5%	82.5%