

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	26	28	17		73	38.4%	61.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	26	32	12		73	39.7%	60.3%
3. I personally feel successful in my work.	14	38	17	4		73	71.2%	28.8%
4. I feel involved in decision-making at my school/worksite.	3	25	29	15	1	73	38.9%	61.1%
5. I want to be involved in decision-making at my school/worksite.	12	50	6	3	2	73	87.3%	12.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	23	24	16	2	73	43.7%	56.3%
7. In my school/worksite, I am treated as a professional.	13	37	17	6		73	68.5%	31.5%
8. There is good teamwork among staff in my school/worksite.	13	37	14	8		72	69.4%	30.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	35	16	8	7	71	62.5%	37.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	45	15	5	1	73	72.2%	27.8%
11. My work performance is evaluated fairly.	11	25	18	19		73	49.3%	50.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	27	14	28	2	73	40.8%	59.2%
13. I am provided adequate work and storage space to prepare for and do my job.	13	44	8	7	1	73	79.2%	20.8%
14. My administrators/supervisors respect the negotiated contracts.	12	46	11	1	2	72	82.9%	17.1%
15. My planning time is respected by my school administrations/supervisors.	7	34	13	2	16	72	73.2%	26.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	34	13	8	10	73	66.7%	33.3%
17. In my school, student misbehavior interferes with learning.	30	33	2	1	7	73	95.5%	4.5%
18. Too much instructional time is spent administering assessments.	34	20	9	1	9	73	84.4%	15.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	20	31	16	2	73	33.8%	66.2%
20. Increased workload has contributed to a decline in my morale.	30	22	13	4	4	73	75.4%	24.6%
21. I am paid fairly.	4	30	23	16		73	46.6%	53.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	15	31	22	2	71	23.2%	76.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		14	36	19	2	71	20.3%	79.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	43	8	2	3	72	85.5%	14.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	26	19	13	6	72	51.5%	48.5%
26. In my position, I receive appropriate and adequate support and training.	5	42	24	2		73	64.4%	35.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	11	27	27	5	72	19.4%	80.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	7	33	26	5	73	13.2%	86.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	17	28	18	5	73	32.4%	67.6%