

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	1	13	11	13		38	36.8%	63.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	13	16	7		38	39.5%	60.5%
3. I personally feel successful in my work.	7	26	4	1		38	86.8%	13.2%
4. I feel involved in decision-making at my school/worksite.	1	13	20	3	1	38	37.8%	62.2%
5. I want to be involved in decision-making at my school/worksite.	7	25	5	1		38	84.2%	15.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	12	12	10		38	42.1%	57.9%
7. In my school/worksite, I am treated as a professional.	9	22	6	1		38	81.6%	18.4%
8. There is good teamwork among staff in my school/worksite.	6	27	2	3		38	86.8%	13.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	22	8		3	38	77.1%	22.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	17	6	4		38	73.7%	26.3%
11. My work performance is evaluated fairly.	7	20	7	4		38	71.1%	28.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	7	13	16		38	23.7%	76.3%
13. I am provided adequate work and storage space to prepare for and do my job.	7	27	2	2		38	89.5%	10.5%
14. My administrators/supervisors respect the negotiated contracts.	7	25	5			37	86.5%	13.5%
15. My planning time is respected by my school administrations/supervisors.	7	16	7	4	3	37	67.6%	32.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	20	7	3		38	73.7%	26.3%
17. In my school, student misbehavior interferes with learning.	4	13	18	3		38	44.7%	55.3%
18. Too much instructional time is spent administering assessments.	12	16	7	1	2	38	77.8%	22.2%
19. HCPSS professional development experiences are meaningful and worthwhile.		12	14	12		38	31.6%	68.4%
20. Increased workload has contributed to a decline in my morale.	18	13	4	2	1	38	83.8%	16.2%
21. I am paid fairly.	3	15	10	9		37	48.6%	51.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	2	12	21	1	37	8.3%	91.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	15	12	4	3	36	51.5%	48.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	22	4		2	38	88.9%	11.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	24	6	1	2	37	80.0%	20.0%
26. In my position, I receive appropriate and adequate support and training.	1	25	8	2		36	72.2%	27.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	8	24	1	38	13.5%	86.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	15	20		38	7.9%	92.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	7	14	13	1	38	27.0%	73.0%