

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	15	17	10		44	38.6%	61.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	14	21	7		43	34.9%	65.1%
3. I personally feel successful in my work.	6	26	9	3		44	72.7%	27.3%
4. I feel involved in decision-making at my school/worksite.	3	14	20	7		44	38.6%	61.4%
5. I want to be involved in decision-making at my school/worksite.	10	31	2	1		44	93.2%	6.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	13	18	7	1	44	41.9%	58.1%
7. In my school/worksite, I am treated as a professional.	9	25	6	3		43	79.1%	20.9%
8. There is good teamwork among staff in my school/worksite.	10	20	11	2		43	69.8%	30.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	23	7	8	2	44	64.3%	35.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	24	9	4	1	44	69.8%	30.2%
11. My work performance is evaluated fairly.	4	25	9	6		44	65.9%	34.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	12	15	12	1	44	37.2%	62.8%
13. I am provided adequate work and storage space to prepare for and do my job.	11	27	4	2		44	86.4%	13.6%
14. My administrators/supervisors respect the negotiated contracts.	10	28	5	1		44	86.4%	13.6%
15. My planning time is respected by my school administrations/supervisors.	6	23	3	6	4	42	76.3%	23.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	17	8	15	2	44	45.2%	54.8%
17. In my school, student misbehavior interferes with learning.	23	14	4	2	1	44	86.0%	14.0%
18. Too much instructional time is spent administering assessments.	24	13	3	1	2	43	90.2%	9.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	24	9	6		43	65.1%	34.9%
20. Increased workload has contributed to a decline in my morale.	15	19	6	3	1	44	79.1%	20.9%
21. I am paid fairly.	5	14	19	6		44	43.2%	56.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	17	16	8	1	44	44.2%	55.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	15	18	7	2	43	39.0%	61.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	26	3	1		44	90.9%	9.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	22	8	5	5	44	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	9	22	10	3		44	70.5%	29.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	6	14	19	1	43	21.4%	78.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	5	13	22	1	44	18.6%	81.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	12	13	11	1	44	44.2%	55.8%