

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	33	10	2		50	76.0%	24.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	34	9	1		50	80.0%	20.0%
3. I personally feel successful in my work.	6	29	12	2	1	50	71.4%	28.6%
4. I feel involved in decision-making at my school/worksite.	2	23	19	4	2	50	52.1%	47.9%
5. I want to be involved in decision-making at my school/worksite.	13	33	3		1	50	93.9%	6.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	30	11	2		50	74.0%	26.0%
7. In my school/worksite, I am treated as a professional.	11	35	3	1		50	92.0%	8.0%
8. There is good teamwork among staff in my school/worksite.	19	28	3			50	94.0%	6.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	29	9	1	6	49	76.7%	23.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	28	10	6		50	68.0%	32.0%
11. My work performance is evaluated fairly.	11	29	4	4	1	49	83.3%	16.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	10	20	16	2	49	23.4%	76.6%
13. I am provided adequate work and storage space to prepare for and do my job.	7	32	6	4	1	50	79.6%	20.4%
14. My administrators/supervisors respect the negotiated contracts.	15	29	4	2		50	88.0%	12.0%
15. My planning time is respected by my school administrations/supervisors.	6	25	8	5	6	50	70.5%	29.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	31	6	5	2	50	77.1%	22.9%
17. In my school, student misbehavior interferes with learning.	19	26	4	1		50	90.0%	10.0%
18. Too much instructional time is spent administering assessments.	24	20	3		2	49	93.6%	6.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	26	15	3	1	50	63.3%	36.7%
20. Increased workload has contributed to a decline in my morale.	19	18	10		2	49	78.7%	21.3%
21. I am paid fairly.	1	10	30	8		49	22.4%	77.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	9	18	17	3	49	23.9%	76.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	10	15	18	3	48	26.7%	73.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	32	4		1	47	91.3%	8.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	36	7	6		50	74.0%	26.0%
26. In my position, I receive appropriate and adequate support and training.	3	29	15	2		49	65.3%	34.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	16	27	6	50	2.3%	97.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	15	29	5	50	2.2%	97.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	18	22	5	50	11.1%	88.9%