

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	18	29	1	1		49	95.9%	4.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	25	24				49	100.0%	0.0%
3. I personally feel successful in my work.	17	25	4	3		49	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	11	24	11	2	1	49	72.9%	27.1%
5. I want to be involved in decision-making at my school/worksite.	19	26	2		2	49	95.7%	4.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	25	22	2			49	95.9%	4.1%
7. In my school/worksite, I am treated as a professional.	31	16	1	1		49	95.9%	4.1%
8. There is good teamwork among staff in my school/worksite.	27	20	2			49	95.9%	4.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	23	6	2	2	49	83.0%	17.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	23	11	1		49	75.5%	24.5%
11. My work performance is evaluated fairly.	23	17	6	2	1	49	83.3%	16.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	15	15	7	1	49	54.2%	45.8%
13. I am provided adequate work and storage space to prepare for and do my job.	22	20	5	2		49	85.7%	14.3%
14. My administrators/supervisors respect the negotiated contracts.	29	19	1			49	98.0%	2.0%
15. My planning time is respected by my school administrations/supervisors.	24	11	6	2	6	49	81.4%	18.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	31	15	2		1	49	95.8%	4.2%
17. In my school, student misbehavior interferes with learning.	12	22	11	2	2	49	72.3%	27.7%
18. Too much instructional time is spent administering assessments.	25	16	4	2	1	48	87.2%	12.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	25	14	3		48	64.6%	35.4%
20. Increased workload has contributed to a decline in my morale.	10	15	15	6	3	49	54.3%	45.7%
21. I am paid fairly.	2	18	19	9		48	41.7%	58.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	17	10	11	1	46	53.3%	46.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	19	20	6	2	48	43.5%	56.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	26	7	1	2	48	82.6%	17.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	28	4	5	1	48	80.9%	19.1%
26. In my position, I receive appropriate and adequate support and training.	17	21	9	2		49	77.6%	22.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	10	32	4	49	6.7%	93.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			10	34	5	49	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		6	15	24	4	49	13.3%	86.7%