

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	15	63	19	2		99	78.8%	21.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	59	20	13		98	66.3%	33.7%
3. I personally feel successful in my work.	19	69	9	1		98	89.8%	10.2%
4. I feel involved in decision-making at my school/worksite.	7	41	32	18	1	99	49.0%	51.0%
5. I want to be involved in decision-making at my school/worksite.	21	64	10	1	3	99	88.5%	11.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	49	23	13		99	63.6%	36.4%
7. In my school/worksite, I am treated as a professional.	27	55	12	5		99	82.8%	17.2%
8. There is good teamwork among staff in my school/worksite.	23	54	18	4		99	77.8%	22.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	43	15	7	11	99	75.0%	25.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	45	46	5	2	1	99	92.9%	7.1%
11. My work performance is evaluated fairly.	29	48	13	9		99	77.8%	22.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	43	25	16	4	99	56.8%	43.2%
13. I am provided adequate work and storage space to prepare for and do my job.	26	60	7	5	1	99	87.8%	12.2%
14. My administrators/supervisors respect the negotiated contracts.	26	66	4	1	1	98	94.8%	5.2%
15. My planning time is respected by my school administrations/supervisors.	25	56	3	1	13	98	95.3%	4.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	45	24	8	8	99	64.8%	35.2%
17. In my school, student misbehavior interferes with learning.	10	37	32	10	7	96	52.8%	47.2%
18. Too much instructional time is spent administering assessments.	24	30	28	6	11	99	61.4%	38.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	29	43	19	3	98	34.7%	65.3%
20. Increased workload has contributed to a decline in my morale.	23	36	29	8	3	99	61.5%	38.5%
21. I am paid fairly.	2	41	36	20		99	43.4%	56.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	41	28	25	1	98	45.4%	54.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	34	34	23	4	97	38.7%	61.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	28	56	9	4	2	99	86.6%	13.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	61	19	6	6	99	73.1%	26.9%
26. In my position, I receive appropriate and adequate support and training.	17	59	12	7	2	97	80.0%	20.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	6	30	51	6	97	11.0%	89.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	5	38	46	6	99	9.7%	90.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	10	19	36	28	6	99	31.2%	68.8%