

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	15	43	12	6		76	76.3%	23.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	37	21	6		76	61.8%	35.5%
3. I personally feel successful in my work.	23	47	5	1		76	92.1%	7.9%
4. I feel involved in decision-making at my school/worksite.	6	28	25	17		76	44.7%	55.3%
5. I want to be involved in decision-making at my school/worksite.	17	45	9	4	1	76	82.7%	17.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	31	23	10		76	56.6%	43.4%
7. In my school/worksite, I am treated as a professional.	14	46	8	6	1	76	80.0%	18.7%
8. There is good teamwork among staff in my school/worksite.	16	41	14	5		76	75.0%	25.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	33	6	6	11	76	81.5%	18.5%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	33	35	6	2		76	89.5%	10.5%
11. My work performance is evaluated fairly.	13	39	15	8	1	76	69.3%	30.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	24	18	21	1	76	46.7%	52.0%
13. I am provided adequate work and storage space to prepare for and do my job.	23	46	6	1		76	90.8%	9.2%
14. My administrators/supervisors respect the negotiated contracts.	20	47	6		1	76	89.3%	8.0%
15. My planning time is respected by my school administrations/supervisors.	23	34	7	1	9	76	85.1%	11.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	33	14	8	8	76	67.6%	32.4%
17. In my school, student misbehavior interferes with learning.	9	29	28	4	5	76	53.5%	45.1%
18. Too much instructional time is spent administering assessments.	15	23	24	3	9	76	56.7%	40.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	22	25	20	2	76	37.8%	60.8%
20. Increased workload has contributed to a decline in my morale.	25	24	17	6	4	76	68.1%	31.9%
21. I am paid fairly	1	17	22	36		76	23.7%	76.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	28	30	14	1	76	40.0%	58.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	13	34	24	1	76	18.7%	77.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	26	42	5	3		76	89.5%	10.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	44	12	9		76	68.4%	27.6%
26. In my position, I receive appropriate and adequate support and training.	14	48	9	4		76	81.6%	17.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	5	29	35	3	76	11.0%	87.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	5	33	34	3	76	8.2%	91.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	9	21	28	16	1	76	40.0%	58.7%