

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	51	31	14	1	101	55.0%	45.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	43	41	9		100	50.0%	50.0%
3. I personally feel successful in my work.	25	68	7	1		101	92.1%	7.9%
4. I feel involved in decision-making at my school/worksite.	12	39	39	8	2	100	52.0%	48.0%
5. I want to be involved in decision-making at my school/worksite.	18	60	19	2	1	100	78.8%	21.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	44	26	16		99	57.6%	42.4%
7. In my school/worksite, I am treated as a professional.	20	61	13	5		99	81.8%	18.2%
8. There is good teamwork among staff in my school/worksite.	23	45	22	9	1	100	68.7%	31.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	51	4	6	3	100	89.7%	10.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	57	39	3	1		100	96.0%	4.0%
11. My work performance is evaluated fairly.	11	59	13	15	2	100	71.4%	28.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	43	23	24	3	100	51.5%	48.5%
13. I am provided adequate work and storage space to prepare for and do my job.	27	64	8	1		100	91.0%	9.0%
14. My administrators/supervisors respect the negotiated contracts.	34	56	5	2	1	98	92.8%	7.2%
15. My planning time is respected by my school administrations/supervisors.	25	59	6		10	100	93.3%	6.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	52	13	7	10	99	77.5%	22.5%
17. In my school, student misbehavior interferes with learning.	1	17	29	46	8	101	19.4%	80.6%
18. Too much instructional time is spent administering assessments.	33	36	17	8	7	101	73.4%	26.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	9	35	36	20	1	101	44.0%	56.0%
20. Increased workload has contributed to a decline in my morale.	38	34	21	3	3	99	75.0%	25.0%
21. I am paid fairly.	3	41	31	24	2	101	44.4%	55.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	31	33	31	2	98	33.3%	66.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		34	36	26	2	98	35.4%	64.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	25	56	10	3	3	97	86.2%	13.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	50	22	9	6	98	66.3%	33.7%
26. In my position, I receive appropriate and adequate support and training.	11	59	21	7	1	99	71.4%	28.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	12	33	45	6	100	17.0%	83.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	8	39	45	5	100	11.6%	88.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	21	28	28	21	3	101	50.0%	50.0%