

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		19	23	18		60	31.7%	68.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	14	27	18		60	25.0%	75.0%
3. I personally feel successful in my work.	16	35	3	5		59	86.4%	13.6%
4. I feel involved in decision-making at my school/worksite.	3	16	18	23		60	31.7%	68.3%
5. I want to be involved in decision-making at my school/worksite.	8	36	11	2	2	59	77.2%	22.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	16	13	27	1	60	32.2%	67.8%
7. In my school/worksite, I am treated as a professional.	8	22	20	10		60	50.0%	50.0%
8. There is good teamwork among staff in my school/worksite.	8	37	9	5		59	76.3%	23.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	18	28	2	5	6	59	86.8%	13.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	28	26	5	1		60	90.0%	10.0%
11. My work performance is evaluated fairly.	11	32	9	6		58	74.1%	25.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	23	15	13		58	51.7%	48.3%
13. I am provided adequate work and storage space to prepare for and do my job.	24	28	5	2		59	88.1%	11.9%
14. My administrators/supervisors respect the negotiated contracts.	18	30	10	1		59	81.4%	18.6%
15. My planning time is respected by my school administrations/supervisors.	17	26	12	2	2	59	75.4%	24.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	31	10	1	4	58	79.6%	20.4%
17. In my school, student misbehavior interferes with learning.		8	17	30	3	58	14.5%	85.5%
18. Too much instructional time is spent administering assessments.	23	24	7	3	2	59	82.5%	17.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	20	17	19		60	40.0%	60.0%
20. Increased workload has contributed to a decline in my morale.	25	21	8	5		59	78.0%	22.0%
21. I am paid fairly.	2	21	26	10		59	39.0%	61.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	2	15	39	3	60	5.3%	94.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	32	12	5	2	60	70.7%	29.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	28	27	3	2		60	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	30	16	5	3	58	61.8%	38.2%
26. In my position, I receive appropriate and adequate support and training.	7	32	17	2		58	67.2%	32.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		9	24	24	3	60	15.8%	84.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	12	25	19		60	26.7%	73.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	16	29	11	2	59	29.8%	70.2%