

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	34	8	3		47	76.6%	23.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	30	10	1		47	76.6%	23.4%
3. I personally feel successful in my work.	13	29	5			47	89.4%	10.6%
4. I feel involved in decision-making at my school/worksite.	3	27	12	4		46	65.2%	34.8%
5. I want to be involved in decision-making at my school/worksite.	10	33	3	1		47	91.5%	8.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	26	10			46	78.3%	21.7%
7. In my school/worksite, I am treated as a professional.	19	23	4	1		47	89.4%	10.6%
8. There is good teamwork among staff in my school/worksite.	9	32	6			47	87.2%	12.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	31	7	2	3	47	79.5%	20.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	20	22	3	2		47	89.4%	10.6%
11. My work performance is evaluated fairly.	16	24	7			47	85.1%	14.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	26	8	7	1	47	67.4%	32.6%
13. I am provided adequate work and storage space to prepare for and do my job.	14	25	5	2	1	47	84.8%	15.2%
14. My administrators/supervisors respect the negotiated contracts.	21	24	2			47	95.7%	4.3%
15. My planning time is respected by my school administrations/supervisors.	14	22	4	1	5	46	87.8%	12.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	27	7	2	2	47	80.0%	20.0%
17. In my school, student misbehavior interferes with learning.	5	13	15	12	1	46	40.0%	60.0%
18. Too much instructional time is spent administering assessments.	15	10	13	3	6	47	61.0%	39.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	23	15	3	1	46	60.0%	40.0%
20. Increased workload has contributed to a decline in my morale.	15	21	8	3		47	76.6%	23.4%
21. I am paid fairly.	4	20	16	7		47	51.1%	48.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		24	11	11	1	47	52.2%	47.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		27	12	5	3	47	61.4%	38.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	29	1		3	47	97.7%	2.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	26	9	2	1	47	76.1%	23.9%
26. In my position, I receive appropriate and adequate support and training.	7	29	8	3		47	76.6%	23.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	10	34	1	47	4.3%	95.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	10	33	2	47	4.4%	95.6%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	15	26	1	47	10.9%	89.1%