

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	18	19	2	1		40	92.5%	7.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	20	19	1			40	97.5%	2.5%
3. I personally feel successful in my work.	16	18	6			40	85.0%	15.0%
4. I feel involved in decision-making at my school/worksite.	13	16	8	1	2	40	76.3%	23.7%
5. I want to be involved in decision-making at my school/worksite.	14	21	3		1	39	92.1%	7.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	20	1	1		40	95.0%	5.0%
7. In my school/worksite, I am treated as a professional.	25	14	1			40	97.5%	2.5%
8. There is good teamwork among staff in my school/worksite.	26	13	1			40	97.5%	2.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	22	4	1	2	40	86.8%	13.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	20	14	5	1		40	85.0%	15.0%
11. My work performance is evaluated fairly.	19	17	1	3		40	90.0%	10.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	14	10	6		40	60.0%	40.0%
13. I am provided adequate work and storage space to prepare for and do my job.	18	17	4	1		40	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	28	11				39	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	17	15	1		7	40	97.0%	3.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	24	14	2			40	95.0%	5.0%
17. In my school, student misbehavior interferes with learning.	11	20	9			40	77.5%	22.5%
18. Too much instructional time is spent administering assessments.	7	12	14	1	6	40	55.9%	44.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	31	6	1		39	82.1%	17.9%
20. Increased workload has contributed to a decline in my morale.	4	18	14	2	2	40	57.9%	42.1%
21. I am paid fairly.	3	10	15	12		40	32.5%	67.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	11	15	12	1	40	30.8%	69.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	12	13		38	34.2%	65.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	22	2			40	95.0%	5.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	25	4		1	39	89.5%	10.5%
26. In my position, I receive appropriate and adequate support and training.	14	20	5	1		40	85.0%	15.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	8	28	2	39	2.7%	97.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	3	34	2	40	2.6%	97.4%
29. In the last 12 months, I have experienced harassing behavior from parents.		6	9	22	3	40	16.2%	83.8%