

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	16	26	6	3		51	82.4%	17.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	17	30	2	2		51	92.2%	7.8%
3. I personally feel successful in my work.	14	30	5	2		51	86.3%	13.7%
4. I feel involved in decision-making at my school/worksite.	3	28	14	4	1	50	63.3%	36.7%
5. I want to be involved in decision-making at my school/worksite.	19	28	3		1	51	94.0%	6.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	23	4	3		51	86.3%	13.7%
7. In my school/worksite, I am treated as a professional.	28	19	2	2		51	92.2%	7.8%
8. There is good teamwork among staff in my school/worksite.	25	22	2	2		51	92.2%	7.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	24	4	7	3	51	77.1%	22.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	19	27	4	1		51	90.2%	9.8%
11. My work performance is evaluated fairly.	20	20	5	2	2	49	85.1%	14.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	19	15	7	1	51	56.0%	44.0%
13. I am provided adequate work and storage space to prepare for and do my job.	15	26	7	3		51	80.4%	19.6%
14. My administrators/supervisors respect the negotiated contracts.	28	20	1	2		51	94.1%	5.9%
15. My planning time is respected by my school administrations/supervisors.	24	17	6	3	1	51	82.0%	18.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	19	25	2	3	2	51	89.8%	10.2%
17. In my school, student misbehavior interferes with learning.	7	33	7	3	1	51	80.0%	20.0%
18. Too much instructional time is spent administering assessments.	34	8	4	1	3	50	89.4%	10.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	23	15	5		49	59.2%	40.8%
20. Increased workload has contributed to a decline in my morale.	12	27	10	1	1	51	78.0%	22.0%
21. I am paid fairly.	1	17	22	11		51	35.3%	64.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	16	14	13	2	49	42.6%	57.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	15	18	11	3	50	38.3%	61.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	19	23	2	3	3	50	89.4%	10.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	35	6	1	2	50	85.4%	14.6%
26. In my position, I receive appropriate and adequate support and training.	8	33	6	4		51	80.4%	19.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	11	35	2	51	6.1%	93.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	1	9	36	3	51	6.3%	93.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	7	14	23	3	51	22.9%	77.1%