

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	22	15	6		47	55.3%	44.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	26	11	4		47	68.1%	31.9%
3. I personally feel successful in my work.	13	24	9		1	47	80.4%	19.6%
4. I feel involved in decision-making at my school/worksite.	5	16	14	10	2	47	46.7%	53.3%
5. I want to be involved in decision-making at my school/worksite.	15	26	4		2	47	91.1%	8.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	29	10	4		47	70.2%	29.8%
7. In my school/worksite, I am treated as a professional.	9	31	4	2		46	87.0%	13.0%
8. There is good teamwork among staff in my school/worksite.	11	24	9	3		47	74.5%	25.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	26	10	5	1	47	67.4%	32.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	27	5	8	1	47	71.7%	28.3%
11. My work performance is evaluated fairly.	7	28	8	3	1	47	76.1%	23.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	20	16	4	1	46	55.6%	44.4%
13. I am provided adequate work and storage space to prepare for and do my job.	6	28	6	6	1	47	73.9%	26.1%
14. My administrators/supervisors respect the negotiated contracts.	19	26	2			47	95.7%	4.3%
15. My planning time is respected by my school administrations/supervisors.	11	24	7		5	47	83.3%	16.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	28	7	1	4	47	81.4%	18.6%
17. In my school, student misbehavior interferes with learning.	20	14	9	2	2	47	75.6%	24.4%
18. Too much instructional time is spent administering assessments.	19	15	8	1	4	47	79.1%	20.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	7	25	9	3	2	46	72.7%	27.3%
20. Increased workload has contributed to a decline in my morale.	11	17	10	8	1	47	60.9%	39.1%
21. I am paid fairly.	3	24	9	11		47	57.4%	42.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	19	17	4	2	46	52.3%	47.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	13	22	6	3	47	36.4%	63.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	24	4	1	4	47	88.4%	11.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	27	10	2	2	47	73.3%	26.7%
26. In my position, I receive appropriate and adequate support and training.	10	28	7	2		47	80.9%	19.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	16	24	5	47	4.8%	95.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	14	28	4	47	2.3%	97.7%
29. In the last 12 months, I have experienced harassing behavior from parents.		7	16	19	4	46	16.7%	83.3%