

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	14	20	14		49	30.6%	69.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	19	19	10		49	40.8%	59.2%
3. I personally feel successful in my work.	5	37	3	4		49	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	1	19	20	9		49	40.8%	59.2%
5. I want to be involved in decision-making at my school/worksite.	8	32	6	2		48	83.3%	16.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	18	17	9	2	49	44.7%	55.3%
7. In my school/worksite, I am treated as a professional.	5	31	7	6		49	73.5%	26.5%
8. There is good teamwork among staff in my school/worksite.	8	22	16	3		49	61.2%	38.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	28	10	3	4	49	71.1%	28.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	28	6	8		48	70.8%	29.2%
11. My work performance is evaluated fairly.	6	26	13	3		48	66.7%	33.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	12	18	13	1	47	32.6%	67.4%
13. I am provided adequate work and storage space to prepare for and do my job.	5	22	11	10	1	49	56.3%	43.8%
14. My administrators/supervisors respect the negotiated contracts.	5	35	3	4	1	48	85.1%	14.9%
15. My planning time is respected by my school administrations/supervisors.	4	23	13	3	6	49	62.8%	37.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	19	15	12	1	49	43.8%	56.3%
17. In my school, student misbehavior interferes with learning.	27	14	2	5	1	49	85.4%	14.6%
18. Too much instructional time is spent administering assessments.	30	11	3	2	3	49	89.1%	10.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	16	16	9	1	47	45.7%	54.3%
20. Increased workload has contributed to a decline in my morale.	23	8	9	5	4	49	68.9%	31.1%
21. I am paid fairly.	2	17	18	12		49	38.8%	61.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	14	19	12		48	35.4%	64.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	17	23	8		49	36.7%	63.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	22	22	4			48	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	24	12	5	2	47	62.2%	37.8%
26. In my position, I receive appropriate and adequate support and training.	5	26	11	7		49	63.3%	36.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	22	21	2	49	8.5%	91.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	3	23	19	1	48	10.6%	89.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	7	26	13	1	49	18.8%	81.3%