

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	36	7			46	84.8%	15.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	25	12	2		46	69.6%	30.4%
3. I personally feel successful in my work.	9	31	5	1		46	87.0%	13.0%
4. I feel involved in decision-making at my school/worksite.	7	21	16	2		46	60.9%	39.1%
5. I want to be involved in decision-making at my school/worksite.	12	30	3			45	93.3%	6.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	17	16	3		45	57.8%	42.2%
7. In my school/worksite, I am treated as a professional.	10	33	2	1		46	93.5%	6.5%
8. There is good teamwork among staff in my school/worksite.	13	30	2	1		46	93.5%	6.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	31	7		1	45	84.1%	15.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	25	11	1		46	73.9%	26.1%
11. My work performance is evaluated fairly.	13	25	8			46	82.6%	17.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	17	18	4	1	46	51.1%	48.9%
13. I am provided adequate work and storage space to prepare for and do my job.	8	29	5	4		46	80.4%	19.6%
14. My administrators/supervisors respect the negotiated contracts.	14	30	2			46	95.7%	4.3%
15. My planning time is respected by my school administrations/supervisors.	11	25	3	1	6	46	90.0%	10.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	31	1	1	2	46	95.5%	4.5%
17. In my school, student misbehavior interferes with learning.	3	13	25	3	2	46	36.4%	63.6%
18. Too much instructional time is spent administering assessments.	15	17	10	2	2	46	72.7%	27.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	20	16	2	1	44	58.1%	41.9%
20. Increased workload has contributed to a decline in my morale.	11	17	16	1	1	46	62.2%	37.8%
21. I am paid fairly.	2	11	19	13		45	28.9%	71.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	17	19	7	1	45	40.9%	59.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	11	21	9		43	30.2%	69.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	29	2	1		46	93.5%	6.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	26	8	1		46	80.4%	19.6%
26. In my position, I receive appropriate and adequate support and training.	13	25	6	2		46	82.6%	17.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	21	18	3	46	9.3%	90.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	19	21	2	45	7.0%	93.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	25	14	2	46	11.4%	88.6%