

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	18	10	2		38	68.4%	31.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	23	9	1		38	73.7%	26.3%
3. I personally feel successful in my work.	4	24	7	3		38	73.7%	26.3%
4. I feel involved in decision-making at my school/worksite.	2	18	14	4		38	52.6%	47.4%
5. I want to be involved in decision-making at my school/worksite.	12	16	9			37	75.7%	24.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	17	14	2		38	57.9%	42.1%
7. In my school/worksite, I am treated as a professional.	13	22	3			38	92.1%	7.9%
8. There is good teamwork among staff in my school/worksite.	18	17	3			38	92.1%	7.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	21	4	4		38	78.9%	21.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	17	17	3	1		38	89.5%	10.5%
11. My work performance is evaluated fairly.	9	18	5	4	1	37	75.0%	25.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	10	12	14		38	31.6%	68.4%
13. I am provided adequate work and storage space to prepare for and do my job.	15	21	2			38	94.7%	5.3%
14. My administrators/supervisors respect the negotiated contracts.	13	17	6		2	38	83.3%	16.7%
15. My planning time is respected by my school administrations/supervisors.	6	17	8	2	5	38	69.7%	30.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	21	4		3	38	88.6%	11.4%
17. In my school, student misbehavior interferes with learning.	9	19	6	3	1	38	75.7%	24.3%
18. Too much instructional time is spent administering assessments.	6	18	7	3	4	38	70.6%	29.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	22	8	1		37	75.7%	24.3%
20. Increased workload has contributed to a decline in my morale.	12	11	13	1	1	38	62.2%	37.8%
21. I am paid fairly.	5	16	11	6		38	55.3%	44.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	20	9	1	2	37	71.4%	28.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	21	13	1	1	38	62.2%	37.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	30	1		1	38	97.3%	2.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	22	6	1	1	38	81.1%	18.9%
26. In my position, I receive appropriate and adequate support and training.	3	27	6	2		38	78.9%	21.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	8	27	1	38	5.4%	94.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	9	27	1	38	2.7%	97.3%
29. In the last 12 months, I have experienced harassing behavior from parents.		1	15	21	1	38	2.7%	97.3%