

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	28	6			38	84.2%	15.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	24	7			38	81.6%	18.4%
3. I personally feel successful in my work.	11	21	6			38	84.2%	15.8%
4. I feel involved in decision-making at my school/worksite.	9	16	11	1	1	38	67.6%	32.4%
5. I want to be involved in decision-making at my school/worksite.	14	20	4			38	89.5%	10.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	22	6			38	84.2%	15.8%
7. In my school/worksite, I am treated as a professional.	14	18	6			38	84.2%	15.8%
8. There is good teamwork among staff in my school/worksite.	8	23	7			38	81.6%	18.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	16	13	1	2	37	60.0%	40.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	19	18	1			38	97.4%	2.6%
11. My work performance is evaluated fairly.	8	23	7			38	81.6%	18.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	15	12	9		38	44.7%	55.3%
13. I am provided adequate work and storage space to prepare for and do my job.	7	23	5	3		38	78.9%	21.1%
14. My administrators/supervisors respect the negotiated contracts.	16	20	2			38	94.7%	5.3%
15. My planning time is respected by my school administrations/supervisors.	12	18	4		4	38	88.2%	11.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	22	6	1	4	37	78.8%	21.2%
17. In my school, student misbehavior interferes with learning.	2	16	12	6	2	38	50.0%	50.0%
18. Too much instructional time is spent administering assessments.	11	18	4		5	38	87.9%	12.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	20	13	4		38	55.3%	44.7%
20. Increased workload has contributed to a decline in my morale.	10	18	10			38	73.7%	26.3%
21. I am paid fairly.	2	16	15	5		38	47.4%	52.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	14	12	11		38	39.5%	60.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	15	18	3	1	38	43.2%	56.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	22	5		1	38	86.5%	13.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	23	6	4	2	38	72.2%	27.8%
26. In my position, I receive appropriate and adequate support and training.	6	21	10	1		38	71.1%	28.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	11	22		38	13.2%	86.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			13	24		37	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	6	16	12	1	38	24.3%	75.7%