

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		17	14	12		43	39.5%	60.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	21	13	6		43	53.5%	44.2%
3. I personally feel successful in my work.	6	24	9	4		43	69.8%	30.2%
4. I feel involved in decision-making at my school/worksite.	3	14	19	7		43	39.5%	60.5%
5. I want to be involved in decision-making at my school/worksite.	10	23	7	1	1	43	78.6%	19.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	22	13	5	1	43	57.1%	42.9%
7. In my school/worksite, I am treated as a professional.	4	32	6	1		43	83.7%	16.3%
8. There is good teamwork among staff in my school/worksite.	4	29	6	4		43	76.7%	23.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	24	9	2	3	43	70.0%	27.5%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	12	26	4	1		43	88.4%	11.6%
11. My work performance is evaluated fairly.	4	28	8	2	1	43	76.2%	23.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	11	11	18		43	32.6%	67.4%
13. I am provided adequate work and storage space to prepare for and do my job.	6	26	8	3		43	74.4%	25.6%
14. My administrators/supervisors respect the negotiated contracts.	10	25	5	2	1	43	83.3%	16.7%
15. My planning time is respected by my school administrations/supervisors.	8	23	9	1	1	43	73.8%	23.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	31	2	2	3	43	90.0%	10.0%
17. In my school, student misbehavior interferes with learning.	3	7	21	12		43	23.3%	76.7%
18. Too much instructional time is spent administering assessments.	16	14	4	3	6	43	81.1%	18.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	22	12	6		43	55.8%	41.9%
20. Increased workload has contributed to a decline in my morale.	21	9	6	3	4	43	76.9%	23.1%
21. I am paid fairly	1	8	18	16		43	20.9%	79.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	18	14	3	5	43	52.6%	44.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	6	19	12	2	43	19.5%	75.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	7	27	4	3	1	43	81.0%	16.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	24	10	3	2	43	68.3%	31.7%
26. In my position, I receive appropriate and adequate support and training.	7	19	13	3	1	43	61.9%	38.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	3	14	19	4	43	15.4%	84.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	2	16	17	4	43	15.4%	84.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	7	14	17	4	43	20.5%	79.5%