

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		8	12	16		36	22.2%	77.8%
2. There is an atmosphere of open communication and trust in my school/worksite.		11	13	12		36	30.6%	69.4%
3. I personally feel successful in my work.	3	23	9	1		36	72.2%	27.8%
4. I feel involved in decision-making at my school/worksite.	1	13	13	8	1	36	40.0%	60.0%
5. I want to be involved in decision-making at my school/worksite.	7	19	7		3	36	78.8%	21.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	15	14	6		36	44.4%	55.6%
7. In my school/worksite, I am treated as a professional.	2	26	6	2		36	77.8%	22.2%
8. There is good teamwork among staff in my school/worksite.	1	16	13	6		36	47.2%	52.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	17	9	7		36	55.6%	44.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	3	15	11	7		36	50.0%	50.0%
11. My work performance is evaluated fairly.	2	20	8	6		36	61.1%	38.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	6	12	16		35	20.0%	80.0%
13. I am provided adequate work and storage space to prepare for and do my job.		23	7	6		36	63.9%	36.1%
14. My administrators/supervisors respect the negotiated contracts.	2	26	4	4		36	77.8%	22.2%
15. My planning time is respected by my school administrations/supervisors.	1	18	8	6	3	36	57.6%	42.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	10	12	11	2	36	32.4%	67.6%
17. In my school, student misbehavior interferes with learning.	21	12	1	2		36	91.7%	8.3%
18. Too much instructional time is spent administering assessments.	22	9	3	1	1	36	88.6%	11.4%
19. HCPSS professional development experiences are meaningful and worthwhile.		15	15	5		35	42.9%	57.1%
20. Increased workload has contributed to a decline in my morale.	15	14	7			36	80.6%	19.4%
21. I am paid fairly.	1	15	12	8		36	44.4%	55.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	12	16	5	2	36	38.2%	61.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		7	19	9		35	20.0%	80.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	25	3	1	1	36	88.6%	11.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	19	8	4	3	36	63.6%	36.4%
26. In my position, I receive appropriate and adequate support and training.	1	20	14	1		36	58.3%	41.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	6	13	10	1	35	32.4%	67.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3		20	11	2	36	8.8%	91.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	7	19	5	2	36	29.4%	70.6%