

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	23	8	3		35	68.6%	31.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	23	8	3		35	68.6%	31.4%
3. I personally feel successful in my work.	6	26	2	1		35	91.4%	8.6%
4. I feel involved in decision-making at my school/worksite.	3	19	8	4	1	35	64.7%	35.3%
5. I want to be involved in decision-making at my school/worksite.	9	20	3		2	34	90.6%	9.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	22	7	4		35	68.6%	31.4%
7. In my school/worksite, I am treated as a professional.	6	22	3	4		35	80.0%	20.0%
8. There is good teamwork among staff in my school/worksite.	2	21	7	5		35	65.7%	34.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	22	6	1	2	34	78.1%	21.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	25	3	1		35	88.6%	11.4%
11. My work performance is evaluated fairly.	4	24	4	3		35	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	17	3	10	1	35	61.8%	38.2%
13. I am provided adequate work and storage space to prepare for and do my job.	6	23	3	3		35	82.9%	17.1%
14. My administrators/supervisors respect the negotiated contracts.	7	25	1	1	1	35	94.1%	5.9%
15. My planning time is respected by my school administrations/supervisors.	5	22	3	2	3	35	84.4%	15.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	21	5	1	1	34	81.8%	18.2%
17. In my school, student misbehavior interferes with learning.	5	18	10	2		35	65.7%	34.3%
18. Too much instructional time is spent administering assessments.	14	17	1	2	1	35	91.2%	8.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	15	14	4	1	35	47.1%	52.9%
20. Increased workload has contributed to a decline in my morale.	15	10	6	2	1	34	75.8%	24.2%
21. I am paid fairly.	1	11	13	10		35	34.3%	65.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	3	11	19		34	11.8%	88.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	6	14	13		34	20.6%	79.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	19	2	1	2	34	90.6%	9.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	23	6	1	1	35	79.4%	20.6%
26. In my position, I receive appropriate and adequate support and training.	1	25	6	3		35	74.3%	25.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	7	9	16	1	35	26.5%	73.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	4	9	18	1	35	20.6%	79.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	7	12	12	1	35	29.4%	70.6%