

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	15	13	19		49	34.7%	65.3%
2. There is an atmosphere of open communication and trust in my school/worksite.		15	20	14		49	30.6%	69.4%
3. I personally feel successful in my work.	14	26	9			49	81.6%	18.4%
4. I feel involved in decision-making at my school/worksite.	1	16	21	10	1	49	35.4%	64.6%
5. I want to be involved in decision-making at my school/worksite.	9	36		3		48	93.8%	6.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	21	14	10		49	51.0%	49.0%
7. In my school/worksite, I am treated as a professional.	10	26	9	4		49	73.5%	26.5%
8. There is good teamwork among staff in my school/worksite.	4	21	17	7		49	51.0%	49.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	28	9	7	2	49	66.0%	34.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	30	9	2		49	77.6%	22.4%
11. My work performance is evaluated fairly.	7	30	9	3		49	75.5%	24.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	28	6	8	3	49	69.6%	30.4%
13. I am provided adequate work and storage space to prepare for and do my job.	16	26	3	2	2	49	89.4%	10.6%
14. My administrators/supervisors respect the negotiated contracts.	11	31	4	1	2	49	89.4%	10.6%
15. My planning time is respected by my school administrations/supervisors.	9	29	5	1	5	49	86.4%	13.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	18	13	9	3	49	52.2%	47.8%
17. In my school, student misbehavior interferes with learning.	4	11	20	12	2	49	31.9%	68.1%
18. Too much instructional time is spent administering assessments.	13	19	11	1	5	49	72.7%	27.3%
19. HCPSS professional development experiences are meaningful and worthwhile.		19	17	10	3	49	41.3%	58.7%
20. Increased workload has contributed to a decline in my morale.	8	20	16	3	1	48	59.6%	40.4%
21. I am paid fairly.	3	22	16	8		49	51.0%	49.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	35	5		1	48	89.4%	10.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	24	15	2	1	47	63.0%	37.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	11	37				48	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	29	11	2	4	49	71.1%	28.9%
26. In my position, I receive appropriate and adequate support and training.	4	28	13	4		49	65.3%	34.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	14	24	4	49	15.6%	84.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	6	15	24	3	49	15.2%	84.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	13	18	15	2	49	29.8%	70.2%