

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	32	6	3		48	81.3%	18.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	30	8	2		48	79.2%	20.8%
3. I personally feel successful in my work.	9	33	5	1		48	87.5%	12.5%
4. I feel involved in decision-making at my school/worksite.	6	24	15	3		48	62.5%	37.5%
5. I want to be involved in decision-making at my school/worksite.	10	32	3	1	1	47	91.3%	8.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	25	9	1		47	78.7%	21.3%
7. In my school/worksite, I am treated as a professional.	13	29	5			47	89.4%	10.6%
8. There is good teamwork among staff in my school/worksite.	6	36	5	1		48	87.5%	12.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	25	9	5	1	47	69.6%	30.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	26	8	8		48	66.7%	33.3%
11. My work performance is evaluated fairly.	14	32	1		1	48	97.9%	2.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	18	15	5	1	47	56.5%	43.5%
13. I am provided adequate work and storage space to prepare for and do my job.	8	31	5	3	1	48	83.0%	17.0%
14. My administrators/supervisors respect the negotiated contracts.	16	28	3			47	93.6%	6.4%
15. My planning time is respected by my school administrations/supervisors.	11	27	3	2	5	48	88.4%	11.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	26	5	8	1	48	72.3%	27.7%
17. In my school, student misbehavior interferes with learning.	20	26	1	1		48	95.8%	4.2%
18. Too much instructional time is spent administering assessments.	6	25	13		4	48	70.5%	29.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	26	17	2	1	48	59.6%	40.4%
20. Increased workload has contributed to a decline in my morale.	9	17	15	4	3	48	57.8%	42.2%
21. I am paid fairly.	1	25	15	6	1	48	55.3%	44.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	20	27			1	48	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	11	34	3			48	93.8%	6.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	18	28				46	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	34	7	1	1	48	83.0%	17.0%
26. In my position, I receive appropriate and adequate support and training.	7	31	9	1		48	79.2%	20.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	20	20	3	47	9.1%	90.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2		18	26	2	48	4.3%	95.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	9	18	18	1	48	23.4%	76.6%