

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		4	15	14		33	12.1%	87.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	3	16	12		32	12.5%	87.5%
3. I personally feel successful in my work.	3	28	2			33	93.9%	6.1%
4. I feel involved in decision-making at my school/worksite.	1	8	14	9	1	33	28.1%	71.9%
5. I want to be involved in decision-making at my school/worksite.	11	20	2			33	93.9%	6.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	16	11	3		32	56.3%	43.8%
7. In my school/worksite, I am treated as a professional.	1	21	10	1		33	66.7%	33.3%
8. There is good teamwork among staff in my school/worksite.	4	18	9	1	1	33	68.8%	31.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	22	5	2	2	32	76.7%	23.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	1	23	7	2		33	72.7%	27.3%
11. My work performance is evaluated fairly.	6	22	2	1	1	32	90.3%	9.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	7	14	7	2	32	30.0%	70.0%
13. I am provided adequate work and storage space to prepare for and do my job.	9	23	1			33	97.0%	3.0%
14. My administrators/supervisors respect the negotiated contracts.	7	17	6		3	33	80.0%	20.0%
15. My planning time is respected by my school administrations/supervisors.	4	16	8		5	33	71.4%	28.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	6	8	15	2	33	25.8%	74.2%
17. In my school, student misbehavior interferes with learning.	11	15	6	1		33	78.8%	21.2%
18. Too much instructional time is spent administering assessments.	9	13	7	1	3	33	73.3%	26.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	14	12	5	1	33	46.9%	53.1%
20. Increased workload has contributed to a decline in my morale.	11	13	7	1		32	75.0%	25.0%
21. I am paid fairly.	1	14	13	5		33	45.5%	54.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	21	3		1	33	90.6%	9.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	21	4		3	32	86.2%	13.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	8	23	1		1	33	96.9%	3.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	19	6	1	2	33	77.4%	22.6%
26. In my position, I receive appropriate and adequate support and training.	3	26	4			33	87.9%	12.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	8	9	13	2	33	29.0%	71.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		6	10	17		33	18.2%	81.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	12	7	11		33	45.5%	54.5%