

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	22	15	7		51	56.9%	43.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	24	14	7		51	58.8%	41.2%
3. I personally feel successful in my work.	9	31	7	4		51	78.4%	21.6%
4. I feel involved in decision-making at my school/worksite.	4	22	13	7	5	51	56.5%	43.5%
5. I want to be involved in decision-making at my school/worksite.	19	25	5	1	1	51	88.0%	12.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	21	12	13		51	51.0%	49.0%
7. In my school/worksite, I am treated as a professional.	13	30	4	3		50	86.0%	14.0%
8. There is good teamwork among staff in my school/worksite.	10	26	10	5		51	70.6%	29.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	22	10	7	3	49	63.0%	37.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	31	4	4		50	84.0%	16.0%
11. My work performance is evaluated fairly.	8	31	7	5		51	76.5%	23.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	18	11	19		50	40.0%	60.0%
13. I am provided adequate work and storage space to prepare for and do my job.	10	31	6	3	1	51	82.0%	18.0%
14. My administrators/supervisors respect the negotiated contracts.	12	30	2	2	5	51	91.3%	8.7%
15. My planning time is respected by my school administrations/supervisors.	10	21	8	6	6	51	68.9%	31.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	20	7	7	8	50	66.7%	33.3%
17. In my school, student misbehavior interferes with learning.	15	25	6	4	1	51	80.0%	20.0%
18. Too much instructional time is spent administering assessments.	6	16	18	2	8	50	52.4%	47.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	18	12	12	4	51	48.9%	51.1%
20. Increased workload has contributed to a decline in my morale.	22	15	8	2	4	51	78.7%	21.3%
21. I am paid fairly.	1	19	20	11		51	39.2%	60.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	24	1		4	51	97.9%	2.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	34	4	1	6	51	88.9%	11.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	13	27	3		8	51	93.0%	7.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	25	11	4	5	51	67.4%	32.6%
26. In my position, I receive appropriate and adequate support and training.	9	31	5	6		51	78.4%	21.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	6	3	17	21	3	50	19.1%	80.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	6	18	22	2	51	18.4%	81.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	11	15	18	3	51	31.3%	68.8%