

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	17	17	9	1	48	44.7%	55.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	12	19	11		47	36.2%	63.8%
3. I personally feel successful in my work.	20	22	5			47	89.4%	10.6%
4. I feel involved in decision-making at my school/worksite.	4	19	15	8	1	47	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	11	28	8		1	48	83.0%	17.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	19	15	9		48	50.0%	50.0%
7. In my school/worksite, I am treated as a professional.	11	26	7	4		48	77.1%	22.9%
8. There is good teamwork among staff in my school/worksite.	10	28	6	4		48	79.2%	20.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	22	8	4	4	47	72.1%	27.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	24	9	1		48	79.2%	20.8%
11. My work performance is evaluated fairly.	14	25	4	4	1	48	83.0%	17.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	22	11	9	1	48	57.4%	42.6%
13. I am provided adequate work and storage space to prepare for and do my job.	16	28	3	1		48	91.7%	8.3%
14. My administrators/supervisors respect the negotiated contracts.	13	31	4			48	91.7%	8.3%
15. My planning time is respected by my school administrations/supervisors.	7	30	5	1	5	48	86.0%	14.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	12	11	15	4	48	40.9%	59.1%
17. In my school, student misbehavior interferes with learning.	3	10	23	8	4	48	29.5%	70.5%
18. Too much instructional time is spent administering assessments.	22	19	4		3	48	91.1%	8.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	11	16	16	3	48	28.9%	71.1%
20. Increased workload has contributed to a decline in my morale.	12	21	9	5	1	48	70.2%	29.8%
21. I am paid fairly.	4	21	14	8		47	53.2%	46.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	11	34			3	48	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	33	8	1	2	48	80.4%	19.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	12	32	2			46	95.7%	4.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	26	9	4	2	48	71.7%	28.3%
26. In my position, I receive appropriate and adequate support and training.	4	29	11	4		48	68.8%	31.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	5	23	12	5	48	18.6%	81.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	8	19	14	5	48	23.3%	76.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	13	15	10	4	48	43.2%	56.8%