

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	18	7	2	1	33	71.9%	28.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	21	5	4		33	72.7%	27.3%
3. I personally feel successful in my work.	10	19	3	1		33	87.9%	12.1%
4. I feel involved in decision-making at my school/worksite.	7	16	4	5	1	33	71.9%	28.1%
5. I want to be involved in decision-making at my school/worksite.	9	21	1		1	32	96.8%	3.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	15	7	3	1	33	68.8%	31.3%
7. In my school/worksite, I am treated as a professional.	10	19	2	2		33	87.9%	12.1%
8. There is good teamwork among staff in my school/worksite.	10	18	4	1		33	84.8%	15.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	20	3	4	1	33	78.1%	21.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	21	2	1		32	90.6%	9.4%
11. My work performance is evaluated fairly.	9	21	2			32	93.8%	6.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	16	6	9		33	54.5%	45.5%
13. I am provided adequate work and storage space to prepare for and do my job.	7	19	2	5		33	78.8%	21.2%
14. My administrators/supervisors respect the negotiated contracts.	11	17	2	3		33	84.8%	15.2%
15. My planning time is respected by my school administrations/supervisors.	6	15	5	3	3	32	72.4%	27.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	14	5	2	2	32	76.7%	23.3%
17. In my school, student misbehavior interferes with learning.	10	20	2	1		33	90.9%	9.1%
18. Too much instructional time is spent administering assessments.	5	15	7	1	4	32	71.4%	28.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	14	9	4	3	33	56.7%	43.3%
20. Increased workload has contributed to a decline in my morale.	5	12	11	4	1	33	53.1%	46.9%
21. I am paid fairly.	2	11	13	7		33	39.4%	60.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	15	17		1		33	97.0%	3.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	23	3	1	1	33	87.5%	12.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	16	15	1			32	96.9%	3.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	22	4	3		32	78.1%	21.9%
26. In my position, I receive appropriate and adequate support and training.	7	19	4	2		32	81.3%	18.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		5	10	18		33	15.2%	84.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	8	20		33	15.2%	84.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	6	9	15		33	27.3%	72.7%