

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	9	12	11		34	32.4%	67.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	10	12	10		34	35.3%	64.7%
3. I personally feel successful in my work.	7	22	4			33	87.9%	12.1%
4. I feel involved in decision-making at my school/worksite.	2	14	11	6	1	34	48.5%	51.5%
5. I want to be involved in decision-making at my school/worksite.	12	20	2			34	94.1%	5.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	12	9	9	2	34	43.8%	56.3%
7. In my school/worksite, I am treated as a professional.	3	15	10	6		34	52.9%	47.1%
8. There is good teamwork among staff in my school/worksite.	5	25	3	1		34	88.2%	11.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	19	7	2	1	33	71.9%	28.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	16	3	4		34	79.4%	20.6%
11. My work performance is evaluated fairly.	8	20	4	2		34	82.4%	17.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	9	16	5		34	38.2%	61.8%
13. I am provided adequate work and storage space to prepare for and do my job.	9	19	4	1		33	84.8%	15.2%
14. My administrators/supervisors respect the negotiated contracts.	8	21	4	1		34	85.3%	14.7%
15. My planning time is respected by my school administrations/supervisors.	5	16	7	4	2	34	65.6%	34.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	22	4	1	2	33	83.9%	16.1%
17. In my school, student misbehavior interferes with learning.	1	4	19	10		34	14.7%	85.3%
18. Too much instructional time is spent administering assessments.	7	16	8		3	34	74.2%	25.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	11	12	7	1	34	42.4%	57.6%
20. Increased workload has contributed to a decline in my morale.	10	11	11	1	1	34	63.6%	36.4%
21. I am paid fairly.	2	16	10	6		34	52.9%	47.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	16	17		1		34	97.1%	2.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	23		1		33	97.0%	3.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	14	19	1			34	97.1%	2.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	16	10	2		34	64.7%	35.3%
26. In my position, I receive appropriate and adequate support and training.	7	23	2	2		34	88.2%	11.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	18	14	1	34	3.0%	97.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	3	20	6	1	33	18.8%	81.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	16	12	1	34	15.2%	84.8%