

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	29	6	2		44	81.8%	18.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	29	8	2		43	76.7%	23.3%
3. I personally feel successful in my work.	10	27	4	2		43	86.0%	14.0%
4. I feel involved in decision-making at my school/worksite.	2	25	14	2	1	44	62.8%	37.2%
5. I want to be involved in decision-making at my school/worksite.	5	33	3	2	1	44	88.4%	11.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	26	9	3	1	44	72.1%	27.9%
7. In my school/worksite, I am treated as a professional.	14	27	1	1		43	95.3%	4.7%
8. There is good teamwork among staff in my school/worksite.	14	21	7	2		44	79.5%	20.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	24	4	1	2	44	88.1%	11.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	25	6	5		44	75.0%	25.0%
11. My work performance is evaluated fairly.	10	28	5			43	88.4%	11.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	17	10	9	1	43	54.8%	45.2%
13. I am provided adequate work and storage space to prepare for and do my job.	15	27	2			44	95.5%	4.5%
14. My administrators/supervisors respect the negotiated contracts.	15	28	1			44	97.7%	2.3%
15. My planning time is respected by my school administrations/supervisors.	12	23	2		7	44	94.6%	5.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	24	9	1	3	44	75.6%	24.4%
17. In my school, student misbehavior interferes with learning.	1	6	21	11	4	43	17.9%	82.1%
18. Too much instructional time is spent administering assessments.	15	18	6	2	3	44	80.5%	19.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	21	13	6	2	43	53.7%	46.3%
20. Increased workload has contributed to a decline in my morale.	7	24	11	2		44	70.5%	29.5%
21. I am paid fairly.	1	21	15	6		43	51.2%	48.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	25	5		1	44	88.4%	11.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	29	7	2	1	44	79.1%	20.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	14	25	5			44	88.6%	11.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	25	9	1		44	77.3%	22.7%
26. In my position, I receive appropriate and adequate support and training.	6	32	5	1		44	86.4%	13.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	12	24	5	44	7.7%	92.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	14	21	5	42	5.4%	94.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	15	14	10		43	44.2%	55.8%