

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	18	9	3		34	64.7%	35.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	18	8	4		35	65.7%	34.3%
3. I personally feel successful in my work.	11	21	2	1		35	91.4%	8.6%
4. I feel involved in decision-making at my school/worksite.	5	10	14	6		35	42.9%	57.1%
5. I want to be involved in decision-making at my school/worksite.	2	22	7	3	1	35	70.6%	29.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	13	9	7		35	54.3%	45.7%
7. In my school/worksite, I am treated as a professional.	12	16	7			35	80.0%	20.0%
8. There is good teamwork among staff in my school/worksite.	13	18	3	1		35	88.6%	11.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	21	3	1	2	35	87.9%	12.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	14	8	1		35	74.3%	25.7%
11. My work performance is evaluated fairly.	9	16	6	4		35	71.4%	28.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	10	13	9		35	37.1%	62.9%
13. I am provided adequate work and storage space to prepare for and do my job.	10	20	3	2		35	85.7%	14.3%
14. My administrators/supervisors respect the negotiated contracts.	14	15	4	1		34	85.3%	14.7%
15. My planning time is respected by my school administrations/supervisors.	6	14	8	2	5	35	66.7%	33.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	16	8	2	2	35	69.7%	30.3%
17. In my school, student misbehavior interferes with learning.		16	15	3	1	35	47.1%	52.9%
18. Too much instructional time is spent administering assessments.	4	17	9		4	34	70.0%	30.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	8	14	10	2	35	27.3%	72.7%
20. Increased workload has contributed to a decline in my morale.	7	15	10	1	2	35	66.7%	33.3%
21. I am paid fairly.	1	20	8	6		35	60.0%	40.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	15	18	1		1	35	97.1%	2.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	23	4		1	34	87.9%	12.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	10	23			1	34	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	18	8	1	1	35	73.5%	26.5%
26. In my position, I receive appropriate and adequate support and training.	7	22	4	2		35	82.9%	17.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	13	20	1	35	2.9%	97.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	10	22	1	35	5.9%	94.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	7	10	14	1	35	29.4%	70.6%