

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	36	3	1		45	91.1%	8.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	31	7			45	84.4%	15.6%
3. I personally feel successful in my work.	12	27	3	3		45	86.7%	13.3%
4. I feel involved in decision-making at my school/worksite.	6	22	9	1	6	44	73.7%	26.3%
5. I want to be involved in decision-making at my school/worksite.	10	28	2		5	45	95.0%	5.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	29	6	2		44	81.8%	18.2%
7. In my school/worksite, I am treated as a professional.	13	27	5			45	88.9%	11.1%
8. There is good teamwork among staff in my school/worksite.	12	29	3			44	93.2%	6.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	23	12	4	3	45	61.9%	38.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	22	8	4		44	72.7%	27.3%
11. My work performance is evaluated fairly.	7	22	8	7		44	65.9%	34.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	13	11	16	1	45	38.6%	61.4%
13. I am provided adequate work and storage space to prepare for and do my job.	13	25	5	2		45	84.4%	15.6%
14. My administrators/supervisors respect the negotiated contracts.	16	27	2			45	95.6%	4.4%
15. My planning time is respected by my school administrations/supervisors.	9	23	7	1	4	44	80.0%	20.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	23	10	1		44	75.0%	25.0%
17. In my school, student misbehavior interferes with learning.	5	29	9	1	1	45	77.3%	22.7%
18. Too much instructional time is spent administering assessments.	17	18	5	1	4	45	85.4%	14.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	24	11	3	2	45	67.4%	32.6%
20. Increased workload has contributed to a decline in my morale.	16	15	10	2	2	45	72.1%	27.9%
21. I am paid fairly.	1	20	17	7		45	46.7%	53.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	16	17	8		44	43.2%	56.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	15	16	11		44	38.6%	61.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	27	1			44	97.7%	2.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	20	14	1	2	43	63.4%	36.6%
26. In my position, I receive appropriate and adequate support and training.	10	27	4	2		43	86.0%	14.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	18	21	5	45	2.5%	97.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	17	22	5	45	2.5%	97.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	9	17	12	3	45	31.0%	69.0%