

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	6	10	21		38	18.4%	81.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	17	12	8		38	47.4%	52.6%
3. I personally feel successful in my work.	3	22	8	5		38	65.8%	34.2%
4. I feel involved in decision-making at my school/worksite.	1	14	13	9	1	38	40.5%	59.5%
5. I want to be involved in decision-making at my school/worksite.	14	17	2	2	3	38	88.6%	11.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	15	12	6		38	52.6%	47.4%
7. In my school/worksite, I am treated as a professional.	5	24	7	2		38	76.3%	23.7%
8. There is good teamwork among staff in my school/worksite.	3	15	15	5		38	47.4%	52.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	18	6	8	4	38	58.8%	41.2%
10. My working environment (i.e. safety, cleanliness. is conducive to success.		14	15	8		38	36.8%	60.5%
11. My work performance is evaluated fairly.	5	17	8	7	1	38	59.5%	40.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		13	7	17		38	34.2%	63.2%
13. I am provided adequate work and storage space to prepare for and do my job.	3	21	7	6		38	63.2%	34.2%
14. My administrators/supervisors respect the negotiated contracts.	7	23	4	1	2	38	83.3%	13.9%
15. My planning time is respected by my school administrations/supervisors.	3	26	7		2	38	80.6%	19.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	13	12	6	4	38	47.1%	52.9%
17. In my school, student misbehavior interferes with learning.		6	20	9	2	38	16.7%	80.6%
18. Too much instructional time is spent administering assessments.	9	15	11	2	1	38	64.9%	35.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	17	11	6	2	38	50.0%	47.2%
20. Increased workload has contributed to a decline in my morale.	26	9	2	1		38	92.1%	7.9%
21. I am paid fairly		3	10	23		38	7.9%	86.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		2	11	25		38	5.3%	94.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		2	10	26		38	5.3%	94.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	17	18	2	1		38	92.1%	7.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		18	12	3	5	38	54.5%	45.5%
26. In my position, I receive appropriate and adequate support and training.	1	15	14	8		38	42.1%	57.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	7	16	12		38	26.3%	73.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	4	16	15		38	18.4%	81.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	9	16	11		38	28.9%	71.1%