

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	1	23	14	7		45	53.3%	46.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	17	15	10		44	43.2%	56.8%
3. I personally feel successful in my work.	14	25	5	1		45	86.7%	13.3%
4. I feel involved in decision-making at my school/worksite.	2	11	21	8	2	44	31.0%	69.0%
5. I want to be involved in decision-making at my school/worksite.	7	27	8		2	44	81.0%	19.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	13	17	12		45	35.6%	64.4%
7. In my school/worksite, I am treated as a professional.	5	29	10	1		45	75.6%	24.4%
8. There is good teamwork among staff in my school/worksite.	13	15	13	4		45	62.2%	37.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	17	9	7	6	45	59.0%	41.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	26	3	8	1	45	75.0%	25.0%
11. My work performance is evaluated fairly.	10	25	7	1	2	45	81.4%	18.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	16	10	12	1	45	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	12	26	3	4		45	84.4%	15.6%
14. My administrators/supervisors respect the negotiated contracts.	12	27	5	1		45	86.7%	13.3%
15. My planning time is respected by my school administrations/supervisors.	8	19	5	4	9	45	75.0%	25.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	19	10	5	8	45	59.5%	40.5%
17. In my school, student misbehavior interferes with learning.	5	8	17	6	8	44	36.1%	63.9%
18. Too much instructional time is spent administering assessments.	22	12	3		7	44	91.9%	8.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	6	15	20	3	45	16.7%	83.3%
20. Increased workload has contributed to a decline in my morale.	20	13	9	3		45	73.3%	26.7%
21. I am paid fairly.	4	17	9	14		44	47.7%	52.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		3	9	33		45	6.7%	93.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	21	13	6	1	45	56.8%	43.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	26	3			45	93.3%	6.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	20	14	5	1	45	56.8%	43.2%
26. In my position, I receive appropriate and adequate support and training.	3	25	11	5	1	45	63.6%	36.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	3	13	22	2	45	18.6%	81.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	4	17	17	2	45	20.9%	79.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	14	15	10	1	45	43.2%	56.8%