

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	19	6			33	81.8%	18.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	20	2			33	93.9%	6.1%
3. I personally feel successful in my work.	8	20	4	1		33	84.8%	15.2%
4. I feel involved in decision-making at my school/worksite.	4	19	9		1	33	71.9%	28.1%
5. I want to be involved in decision-making at my school/worksite.	10	19	3		1	33	90.6%	9.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	19	3			33	90.9%	9.1%
7. In my school/worksite, I am treated as a professional.	19	13				32	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	13	20				33	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	16	4	2	4	33	79.3%	20.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	16	1	3		33	87.9%	12.1%
11. My work performance is evaluated fairly.	10	18	3	1	1	33	87.5%	12.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	12	11	7		32	43.8%	56.3%
13. I am provided adequate work and storage space to prepare for and do my job.	13	18	1	1		33	93.9%	6.1%
14. My administrators/supervisors respect the negotiated contracts.	21	12				33	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	12	15	3		1	31	90.0%	10.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	19	9	1	2	2	33	90.3%	9.7%
17. In my school, student misbehavior interferes with learning.	5	20	5	2	1	33	78.1%	21.9%
18. Too much instructional time is spent administering assessments.	10	11	10		1	32	67.7%	32.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	21	6	3		33	72.7%	27.3%
20. Increased workload has contributed to a decline in my morale.	9	11	10	2	1	33	62.5%	37.5%
21. I am paid fairly.	2	10	11	10		33	36.4%	63.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	2	11	4	31	51.9%	48.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	8	7	11	4	31	33.3%	66.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	20	2	1	3	32	89.7%	10.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	21	7			33	78.8%	21.2%
26. In my position, I receive appropriate and adequate support and training.	6	25	2			33	93.9%	6.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	10	22		33	3.0%	97.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			9	24		33	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	6	11	14		33	24.2%	75.8%