

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	1	10	12	13		36	30.6%	69.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	9	17	9		36	27.8%	72.2%
3. I personally feel successful in my work.	9	21	4	2		36	83.3%	16.7%
4. I feel involved in decision-making at my school/worksite.	2	14	8	9	1	34	48.5%	51.5%
5. I want to be involved in decision-making at my school/worksite.	6	24	4	2		36	83.3%	16.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	13	14	8		36	38.9%	61.1%
7. In my school/worksite, I am treated as a professional.	5	19	6	3		33	72.7%	27.3%
8. There is good teamwork among staff in my school/worksite.	9	18	3	5		35	77.1%	22.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	16	4	4	2	33	74.2%	25.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	23	4	2		36	83.3%	16.7%
11. My work performance is evaluated fairly.	5	15	7	7	1	35	58.8%	41.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	13	10	8	2	36	47.1%	52.9%
13. I am provided adequate work and storage space to prepare for and do my job.	8	20	5	3		36	77.8%	22.2%
14. My administrators/supervisors respect the negotiated contracts.	9	19	5	2		35	80.0%	20.0%
15. My planning time is respected by my school administrations/supervisors.	6	15	4	6	4	35	67.7%	32.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	8	14	7	2	36	38.2%	61.8%
17. In my school, student misbehavior interferes with learning.	13	18	4			35	88.6%	11.4%
18. Too much instructional time is spent administering assessments.	11	13	5	1	3	33	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	12	14	7		35	40.0%	60.0%
20. Increased workload has contributed to a decline in my morale.	16	13	2	3	2	36	85.3%	14.7%
21. I am paid fairly.	1	18	7	7	1	34	57.6%	42.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.			10	25	1	36	0.0%	100.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	15	10	4	4	36	56.3%	43.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	22	7	2		36	75.0%	25.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	17	8	5	1	34	60.6%	39.4%
26. In my position, I receive appropriate and adequate support and training.	5	18	7	3		33	69.7%	30.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	15	15	3	35	6.3%	93.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	5	12	14	3	36	21.2%	78.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	9	9	9	6	3	36	54.5%	45.5%