

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		4	21	12		37	10.8%	89.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	7	20	9		37	21.6%	78.4%
3. I personally feel successful in my work.	6	24	5	2		37	81.1%	18.9%
4. I feel involved in decision-making at my school/worksite.	1	13	16	6	1	37	38.9%	61.1%
5. I want to be involved in decision-making at my school/worksite.	5	31			1	37	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	17	13	5		37	51.4%	48.6%
7. In my school/worksite, I am treated as a professional.	6	22	5	4		37	75.7%	24.3%
8. There is good teamwork among staff in my school/worksite.	2	19	12	3		36	58.3%	41.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	23	7	2	1	37	75.0%	25.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	17	10	1		37	70.3%	29.7%
11. My work performance is evaluated fairly.	5	27	2	3		37	86.5%	13.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	14	8	6	1	36	60.0%	40.0%
13. I am provided adequate work and storage space to prepare for and do my job.	14	21	1		1	37	97.2%	2.8%
14. My administrators/supervisors respect the negotiated contracts.	8	25	2	1	1	37	91.7%	8.3%
15. My planning time is respected by my school administrations/supervisors.	10	17	2		8	37	93.1%	6.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	7	16	8	4	37	27.3%	72.7%
17. In my school, student misbehavior interferes with learning.	20	12	1	4		37	86.5%	13.5%
18. Too much instructional time is spent administering assessments.	14	13	3	2	5	37	84.4%	15.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	15	14	4	1	37	50.0%	50.0%
20. Increased workload has contributed to a decline in my morale.	6	12	15	4		37	48.6%	51.4%
21. I am paid fairly.	4	15	13	4	1	37	52.8%	47.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	9	14	9	2	37	34.3%	65.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	12	13	9	1	37	38.9%	61.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	7	26	3	1		37	89.2%	10.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	19	11	2		37	64.9%	35.1%
26. In my position, I receive appropriate and adequate support and training.	5	23	8	1		37	75.7%	24.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	9	12	12	1	36	31.4%	68.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	5	19	11	1	37	16.7%	83.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	7	16	8	1	37	33.3%	66.7%