

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	17	13	6		39	51.3%	48.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	21	8	1		39	76.9%	23.1%
3. I personally feel successful in my work.	12	23	4			39	89.7%	10.3%
4. I feel involved in decision-making at my school/worksite.	5	19	9	5	1	39	63.2%	36.8%
5. I want to be involved in decision-making at my school/worksite.	10	21	5		3	39	86.1%	13.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	19	9	3		39	66.7%	30.8%
7. In my school/worksite, I am treated as a professional.	16	17	5			39	84.6%	12.8%
8. There is good teamwork among staff in my school/worksite.	16	16	5	2		39	82.1%	17.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	19	10	1	1	39	71.1%	28.9%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	12	22	4	1		39	87.2%	12.8%
11. My work performance is evaluated fairly.	8	24	6	1		39	82.1%	17.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	10	10	16		39	33.3%	66.7%
13. I am provided adequate work and storage space to prepare for and do my job.	6	17	14	2		39	59.0%	41.0%
14. My administrators/supervisors respect the negotiated contracts.	10	24	4		1	39	89.5%	10.5%
15. My planning time is respected by my school administrations/supervisors.	5	17	5	8	4	39	62.9%	37.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	19	5		2	39	86.5%	13.5%
17. In my school, student misbehavior interferes with learning.	5	20	11	2	1	39	65.8%	34.2%
18. Too much instructional time is spent administering assessments.	18	10	4	2	5	39	82.4%	17.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	16	15	5	2	39	45.9%	54.1%
20. Increased workload has contributed to a decline in my morale.	20	9	8	1	1	39	76.3%	23.7%
21. I am paid fairly		6	14	19		39	15.4%	84.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		22	11	4	2	39	59.5%	40.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		12	15	11	1	39	31.6%	68.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	13	20	2	2	2	39	89.2%	10.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	25	4	2	3	39	83.3%	16.7%
26. In my position, I receive appropriate and adequate support and training.	5	24	7	3		39	74.4%	25.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		7	13	18	1	39	18.4%	81.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	16	20	1	39	5.3%	94.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	12	11	11	1	39	42.1%	57.9%