

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	2	8	14	20		44	22.7%	77.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	13	13	16		44	34.1%	65.9%
3. I personally feel successful in my work.	10	26	6	2		44	81.8%	18.2%
4. I feel involved in decision-making at my school/worksite.	3	11	13	15	2	44	33.3%	66.7%
5. I want to be involved in decision-making at my school/worksite.	8	27	7	1	1	44	81.4%	18.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	16	11	12		43	46.5%	53.5%
7. In my school/worksite, I am treated as a professional.	14	15	6	9		44	65.9%	34.1%
8. There is good teamwork among staff in my school/worksite.	3	16	17	8		44	43.2%	56.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	21	9	5	3	42	64.1%	35.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	19	23	2			44	95.5%	4.5%
11. My work performance is evaluated fairly.	6	23	9	4	2	44	69.0%	31.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	12	10	19		44	34.1%	65.9%
13. I am provided adequate work and storage space to prepare for and do my job.	6	32	3	3		44	86.4%	13.6%
14. My administrators/supervisors respect the negotiated contracts.	11	24	7	2		44	79.5%	20.5%
15. My planning time is respected by my school administrations/supervisors.	8	11	11	8	6	44	50.0%	50.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	22	5	3	7	43	77.8%	22.2%
17. In my school, student misbehavior interferes with learning.	1	14	18	9	2	44	35.7%	64.3%
18. Too much instructional time is spent administering assessments.	13	22	5	1	3	44	85.4%	14.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	5	19	16	2	44	16.7%	83.3%
20. Increased workload has contributed to a decline in my morale.	28	11	4		1	44	90.7%	9.3%
21. I am paid fairly.	1	15	18	9		43	37.2%	62.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.			6	37	1	44	0.0%	100.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	22	7	6	1	44	69.8%	30.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	24	5		3	43	87.5%	12.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	20	11	6	3	44	58.5%	41.5%
26. In my position, I receive appropriate and adequate support and training.	5	25	11	1		42	71.4%	28.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	6	4	16	15	2	43	24.4%	75.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	16	24	2	44	4.8%	95.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	8	17	12	2	43	29.3%	70.7%