

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	26	9	1		42	76.2%	23.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	25	8	2		42	76.2%	23.8%
3. I personally feel successful in my work.	10	28	4			42	90.5%	9.5%
4. I feel involved in decision-making at my school/worksite.	3	18	11	8	2	42	52.5%	47.5%
5. I want to be involved in decision-making at my school/worksite.	7	26	7	2		42	78.6%	21.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	23	9	4		42	69.0%	31.0%
7. In my school/worksite, I am treated as a professional.	15	23	4			42	90.5%	9.5%
8. There is good teamwork among staff in my school/worksite.	15	21	5		1	42	87.8%	12.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	21	6	1	5	42	81.1%	18.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	28	4	5		41	78.0%	22.0%
11. My work performance is evaluated fairly.	10	21	7	4		42	73.8%	26.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	16	11	8	1	42	53.7%	46.3%
13. I am provided adequate work and storage space to prepare for and do my job.	13	21	5	2	1	42	82.9%	17.1%
14. My administrators/supervisors respect the negotiated contracts.	17	23	1			41	97.6%	2.4%
15. My planning time is respected by my school administrations/supervisors.	15	20	4		3	42	89.7%	10.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	25	8	2	3	42	74.4%	25.6%
17. In my school, student misbehavior interferes with learning.		7	17	14	4	42	18.4%	81.6%
18. Too much instructional time is spent administering assessments.	19	15	5		2	41	87.2%	12.8%
19. HCPSS professional development experiences are meaningful and worthwhile.		22	16	2	1	41	55.0%	45.0%
20. Increased workload has contributed to a decline in my morale.	11	16	12	2	1	42	65.9%	34.1%
21. I am paid fairly.		21	15	6		42	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		13	15	13	1	42	31.7%	68.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	13	16	12		42	33.3%	66.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	23	4	3	2	42	82.5%	17.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	27	6	2	2	42	80.0%	20.0%
26. In my position, I receive appropriate and adequate support and training.	8	26	8			42	81.0%	19.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	1	16	20	1	41	10.0%	90.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	16	21	1	41	7.5%	92.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	15	12	13		42	40.5%	59.5%