

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	9	31	29	24		93	43.0%	57.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	34	29	21		93	46.2%	53.8%
3. I personally feel successful in my work.	29	51	9	4		93	86.0%	14.0%
4. I feel involved in decision-making at my school/worksite.	8	28	37	18	1	92	39.6%	60.4%
5. I want to be involved in decision-making at my school/worksite.	21	55	6	7	4	93	85.4%	14.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	29	28	25		92	42.4%	57.6%
7. In my school/worksite, I am treated as a professional.	27	46	10	10		93	78.5%	21.5%
8. There is good teamwork among staff in my school/worksite.	12	55	16	10		93	72.0%	28.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	18	47	12	5	10	92	79.3%	20.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	35	49	4	5		93	90.3%	9.7%
11. My work performance is evaluated fairly.	13	45	20	14	1	93	63.0%	37.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	34	20	26	2	91	48.3%	51.7%
13. I am provided adequate work and storage space to prepare for and do my job.	40	46	4	1	2	93	94.5%	5.5%
14. My administrators/supervisors respect the negotiated contracts.	30	46	11	4		91	83.5%	16.5%
15. My planning time is respected by my school administrations/supervisors.	21	43	7	8	14	93	81.0%	19.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	41	18	8	13	93	67.5%	32.5%
17. In my school, student misbehavior interferes with learning.	4	14	31	28	15	92	23.4%	76.6%
18. Too much instructional time is spent administering assessments.	34	26	20	3	10	93	72.3%	27.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	30	31	20	7	93	40.7%	59.3%
20. Increased workload has contributed to a decline in my morale.	32	31	18	7	2	90	71.6%	28.4%
21. I am paid fairly.	7	26	42	18		93	35.5%	64.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	28	27	30	1	93	38.0%	62.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	24	36	31		92	27.2%	72.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	32	50	8		1	91	91.1%	8.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	55	16	6	7	93	74.4%	25.6%
26. In my position, I receive appropriate and adequate support and training.	9	61	17	5	1	93	76.1%	23.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	10	35	42	3	91	12.5%	87.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6	6	37	41	3	93	13.3%	86.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	8	31	29	23	2	93	42.9%	57.1%