

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	15	26	4	2		47	87.2%	12.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	15	26	4	2		47	87.2%	12.8%
3. I personally feel successful in my work.	16	27	3	1		47	91.5%	8.5%
4. I feel involved in decision-making at my school/worksite.	7	22	11	5	2	47	64.4%	35.6%
5. I want to be involved in decision-making at my school/worksite.	10	31	4		2	47	91.1%	8.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	22	5	3		47	83.0%	17.0%
7. In my school/worksite, I am treated as a professional.	25	19	1	2		47	93.6%	6.4%
8. There is good teamwork among staff in my school/worksite.	28	16	3			47	93.6%	6.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	25	4	2	2	46	86.4%	13.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	25	18	2	1		46	93.5%	6.5%
11. My work performance is evaluated fairly.	17	15	12	3		47	68.1%	31.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	20	10	7	1	47	63.0%	37.0%
13. I am provided adequate work and storage space to prepare for and do my job.	21	25		1		47	97.9%	2.1%
14. My administrators/supervisors respect the negotiated contracts.	23	20	3		1	47	93.5%	6.5%
15. My planning time is respected by my school administrations/supervisors.	22	20		2	3	47	95.5%	4.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	21	11	2	2	47	71.1%	28.9%
17. In my school, student misbehavior interferes with learning.	8	24	10	4	1	47	69.6%	30.4%
18. Too much instructional time is spent administering assessments.	19	15	6	2	4	46	81.0%	19.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	23	8	8	3	46	62.8%	37.2%
20. Increased workload has contributed to a decline in my morale.	7	20	14	4	2	47	60.0%	40.0%
21. I am paid fairly.	7	16	15	8	1	47	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	16	15	9	1	46	46.7%	53.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	16	14	10	1	45	45.5%	54.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	7	27	9	1	2	46	77.3%	22.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	28	9		5	46	78.0%	22.0%
26. In my position, I receive appropriate and adequate support and training.	8	30	7	1	1	47	82.6%	17.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	10	31	2	46	6.8%	93.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	9	32	2	46	6.8%	93.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	9	13	19	3	45	23.8%	76.2%