

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	29	6	3		45	80.0%	20.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	28	3	2	1	45	88.6%	11.4%
3. I personally feel successful in my work.	13	25	2	4		45	84.4%	13.3%
4. I feel involved in decision-making at my school/worksite.	8	18	14	4	1	45	59.1%	40.9%
5. I want to be involved in decision-making at my school/worksite.	16	21	3	1	4	45	90.2%	9.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	25	5	3	1	45	81.8%	18.2%
7. In my school/worksite, I am treated as a professional.	16	22	4	2		45	84.4%	13.3%
8. There is good teamwork among staff in my school/worksite.	13	25	4	2	1	45	86.4%	13.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	27	6	2	1	45	81.8%	18.2%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	12	29	3	1		45	91.1%	8.9%
11. My work performance is evaluated fairly.	10	23	9	2	1	45	75.0%	25.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	22	11	10		45	53.3%	46.7%
13. I am provided adequate work and storage space to prepare for and do my job.	8	27	8	2		45	77.8%	22.2%
14. My administrators/supervisors respect the negotiated contracts.	16	26		1	2	45	97.7%	2.3%
15. My planning time is respected by my school administrations/supervisors.	14	22	2	1	6	45	92.3%	7.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	30	5	1	1	45	86.4%	13.6%
17. In my school, student misbehavior interferes with learning.	9	25	8	2	1	45	77.3%	22.7%
18. Too much instructional time is spent administering assessments.	26	10	5		4	45	87.8%	12.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	24	12	3	2	45	62.8%	34.9%
20. Increased workload has contributed to a decline in my morale.	13	14	16	1	1	45	61.4%	38.6%
21. I am paid fairly	1	12	16	16		45	28.9%	71.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	34	8	1		45	80.0%	20.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	18	20	4	2	45	44.2%	55.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	9	28	5		2	45	86.0%	11.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	28	8	4	1	45	72.7%	27.3%
26. In my position, I receive appropriate and adequate support and training.	11	22	10	1		45	73.3%	24.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	3	17	20	3	45	11.9%	88.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	2	18	19	3	45	11.9%	88.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	8	19	13	2	45	20.9%	74.4%