

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		7	12	30		49	14.3%	85.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	8	19	21		49	18.4%	81.6%
3. I personally feel successful in my work.	5	23	13	8		49	57.1%	42.9%
4. I feel involved in decision-making at my school/worksite.	3	12	15	17	1	48	31.9%	68.1%
5. I want to be involved in decision-making at my school/worksite.	16	30	2	1		49	93.9%	6.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	12	16	17	2	49	29.8%	70.2%
7. In my school/worksite, I am treated as a professional.	4	22	8	15		49	53.1%	46.9%
8. There is good teamwork among staff in my school/worksite.	3	22	12	12		49	51.0%	49.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	21	5	11	9	49	60.0%	40.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	18	10	15		49	49.0%	51.0%
11. My work performance is evaluated fairly.	5	24	9	8	2	48	63.0%	37.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	18	14	15		48	39.6%	60.4%
13. I am provided adequate work and storage space to prepare for and do my job.	5	25	8	11		49	61.2%	38.8%
14. My administrators/supervisors respect the negotiated contracts.	8	25	10	6		49	67.3%	32.7%
15. My planning time is respected by my school administrations/supervisors.	4	19	12	10	4	49	51.1%	48.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	15	14	16	2	49	36.2%	63.8%
17. In my school, student misbehavior interferes with learning.	37	6		5		48	89.6%	10.4%
18. Too much instructional time is spent administering assessments.	14	22	9		4	49	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	17	18		49	28.6%	71.4%
20. Increased workload has contributed to a decline in my morale.	25	10	8	6		49	71.4%	28.6%
21. I am paid fairly.	2	17	17	11		47	40.4%	59.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		3	14	31		48	6.3%	93.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	26	10	7	1	48	63.8%	36.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	20	23	4	1		48	89.6%	10.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	25	10	8	1	49	62.5%	37.5%
26. In my position, I receive appropriate and adequate support and training.	5	24	11	9		49	59.2%	40.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	8	18	19		49	24.5%	75.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6	8	22	13		49	28.6%	71.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	9	20	16		49	26.5%	73.5%