

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	15	17	5		38	42.1%	57.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	14	13	9		38	42.1%	57.9%
3. I personally feel successful in my work.	4	21	9	4		38	65.8%	34.2%
4. I feel involved in decision-making at my school/worksite.	4	9	12	12	1	38	35.1%	64.9%
5. I want to be involved in decision-making at my school/worksite.	6	26	3	1	1	37	88.9%	11.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	9	16	11	1	38	27.0%	73.0%
7. In my school/worksite, I am treated as a professional.	4	23	5	6		38	71.1%	28.9%
8. There is good teamwork among staff in my school/worksite.	13	23	1	1		38	94.7%	5.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	19	11	2	3	38	62.9%	37.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	18	3	2		38	86.8%	13.2%
11. My work performance is evaluated fairly.	3	12	14	9		38	39.5%	60.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	13	13	8	2	37	40.0%	60.0%
13. I am provided adequate work and storage space to prepare for and do my job.	12	21	4	1		38	86.8%	13.2%
14. My administrators/supervisors respect the negotiated contracts.	9	17	10	2		38	68.4%	31.6%
15. My planning time is respected by my school administrations/supervisors.	7	14	10		7	38	67.7%	32.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	18	5	4	2	38	75.0%	25.0%
17. In my school, student misbehavior interferes with learning.	20	12	6			38	84.2%	15.8%
18. Too much instructional time is spent administering assessments.	12	12	8	2	4	38	70.6%	29.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	23	5	2	2	38	80.6%	19.4%
20. Increased workload has contributed to a decline in my morale.	9	16	11		2	38	69.4%	30.6%
21. I am paid fairly.	5	17	13	3		38	57.9%	42.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	17	6	1	38	37.8%	62.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		16	15	5	2	38	44.4%	55.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	25	1	1	1	38	94.6%	5.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	23	8		2	38	77.8%	22.2%
26. In my position, I receive appropriate and adequate support and training.	8	22	6	2		38	78.9%	21.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	12	21	3	38	5.7%	94.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	5	10	15	3	38	28.6%	71.4%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	15	15	3	38	14.3%	85.7%