

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	11	11	1	2		25	88.0%	12.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	12	4	1		25	80.0%	20.0%
3. I personally feel successful in my work.	12	10	2	1		25	88.0%	12.0%
4. I feel involved in decision-making at my school/worksite.	9	10	4	2		25	76.0%	24.0%
5. I want to be involved in decision-making at my school/worksite.	9	14	1	1		25	92.0%	8.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	9	3	4		25	72.0%	28.0%
7. In my school/worksite, I am treated as a professional.	16	6	2	1		25	88.0%	12.0%
8. There is good teamwork among staff in my school/worksite.	7	13	3	2		25	80.0%	20.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	7	4	1	5	25	75.0%	25.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	14		1		25	96.0%	4.0%
11. My work performance is evaluated fairly.	13	7	3	2		25	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	15	6		4		25	84.0%	16.0%
13. I am provided adequate work and storage space to prepare for and do my job.	11	10	2	1	1	25	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	15	8		1	1	25	95.8%	4.2%
15. My planning time is respected by my school administrations/supervisors.	14	5	1		5	25	95.0%	5.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	7	1	1	5	25	90.0%	10.0%
17. In my school, student misbehavior interferes with learning.	3	7	2	9	4	25	47.6%	52.4%
18. Too much instructional time is spent administering assessments.		7	9	4	5	25	35.0%	65.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	7	6	8	1	25	41.7%	58.3%
20. Increased workload has contributed to a decline in my morale.	3	6	10	3	3	25	40.9%	59.1%
21. I am paid fairly.	5	13	5	2		25	72.0%	28.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	9	4	3	3	25	68.2%	31.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	13	5	3	2	25	65.2%	34.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	6	16	1	2		25	88.0%	12.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	11	5	3	1	25	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	9	11	2	2		24	83.3%	16.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	6	15	1	25	12.5%	87.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	7	14	1	24	8.7%	91.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	2	6	11	2	25	26.1%	73.9%