

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	27	8	4		41	70.7%	29.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	23	9	5		41	65.9%	34.1%
3. I personally feel successful in my work.	11	21	7	2		41	78.0%	22.0%
4. I feel involved in decision-making at my school/worksite.	2	21	12	5	1	41	57.5%	42.5%
5. I want to be involved in decision-making at my school/worksite.	14	24	3			41	92.7%	7.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	20	9	3	1	41	70.0%	30.0%
7. In my school/worksite, I am treated as a professional.	10	23	6	2		41	80.5%	19.5%
8. There is good teamwork among staff in my school/worksite.	5	24	8	4		41	70.7%	29.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	26	8	1	4	41	75.7%	24.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	27	2	1		40	92.5%	7.5%
11. My work performance is evaluated fairly.	8	26	5	1	1	41	85.0%	15.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	18	11	10	1	41	47.5%	52.5%
13. I am provided adequate work and storage space to prepare for and do my job.	13	24	2	2		41	90.2%	9.8%
14. My administrators/supervisors respect the negotiated contracts.	13	22	5	1		41	85.4%	14.6%
15. My planning time is respected by my school administrations/supervisors.	8	24	4		4	40	88.9%	11.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	24	6	2	3	41	78.9%	21.1%
17. In my school, student misbehavior interferes with learning.	9	25	6	1		41	82.9%	17.1%
18. Too much instructional time is spent administering assessments.	7	22	7	1	3	40	78.4%	21.6%
19. HCPSS professional development experiences are meaningful and worthwhile.		13	21	6	1	41	32.5%	67.5%
20. Increased workload has contributed to a decline in my morale.	13	15	13			41	68.3%	31.7%
21. I am paid fairly.	1	13	18	8	1	41	35.0%	65.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	28	4			41	90.2%	9.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	28	5	2	1	41	82.5%	17.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	8	23	9		1	41	77.5%	22.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	33	4	2		41	85.4%	14.6%
26. In my position, I receive appropriate and adequate support and training.	4	23	10	2	1	40	69.2%	30.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		5	18	17		40	12.5%	87.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	21	19		41	2.4%	97.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	6	21	10		41	24.4%	75.6%