

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	20	0	0	2	30	93%	7%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	20	0	0	5	30	83%	17%
3. I personally feel successful in my work.	8	22	0	0	0	30	100%	0%
4. I feel involved in decision-making at my school/worksite.	4	17	0	2	7	30	70%	30%
5. I want to be involved in decision-making at my school/worksite.	11	16	0	0	3	30	90%	10%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	16	0	0	7	30	77%	23%
7. In my school/worksite, I am treated as a professional.	9	20	0	1	0	30	97%	3%
8. There is good teamwork among staff in my school/worksite.	16	13	0	0	1	30	97%	3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	15	2	2	4	30	73%	20%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	12	16	1	1	0	30	93%	3%
11. My work performance is evaluated fairly.	7	22	0	0	1	30	97%	3%
12. I am provided adequate time during the workday to plan, prepare for and do my job	4	13	1	7	5	30	57%	40%
13. I am provided adequate work and storage space to prepare for and do my job.	6	18	1	2	3	30	80%	17%
14. My administrators/supervisors respect the negotiated contracts.	7	21	1	0	1	30	93%	3%
15. My planning time is respected by my school administrations/supervisors.	5	18	4	1	2	30	77%	10%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	18	3	0	2	30	83%	7%
17. In my school, student misbehavior interferes with learning.	0	12	0	4	14	30	40%	60%
18. Too much instructional time is spent administering assessments.	3	7	8	0	12	30	33%	40%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	3	4	11	30	40%	50%
20. Increased workload has contributed to a decline in my morale.	1	14	2	3	10	30	50%	43%
21. I am paid fairly	0	16	0	9	5	30	53%	47%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	21	3	1	1	29	83%	7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	22	1	2	3	29	79%	17%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	3	25	0	1	1	30	93%	7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	16	2	1	7	30	67%	27%
26. In my position, I receive appropriate and adequate support and training.	4	22	0	1	3	30	87%	13%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	0	0	3	17	10	30	0%	90%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	0	4	15	11	30	0%	87%
29. In the last 12 months, I have experienced harassing behavior from parents.	0	3	2	13	12	30	10%	83%