

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	14	50	6	2		72	88.9%	11.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	16	44	9	2		71	84.5%	15.5%
3. I personally feel successful in my work.	18	44	8	2		72	86.1%	13.9%
4. I feel involved in decision-making at my school/worksite.	11	34	16	8	3	72	65.2%	34.8%
5. I want to be involved in decision-making at my school/worksite.	18	47	3	1	3	72	94.2%	5.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	48	5	5		71	85.9%	14.1%
7. In my school/worksite, I am treated as a professional.	29	40	3			72	95.8%	4.2%
8. There is good teamwork among staff in my school/worksite.	20	42	7	3		72	86.1%	13.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	38	7	5	7	72	81.5%	18.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	32	34	4	2		72	91.7%	8.3%
11. My work performance is evaluated fairly.	16	43	9	3	1	72	83.1%	16.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	34	18	8	3	72	62.3%	37.7%
13. I am provided adequate work and storage space to prepare for and do my job.	23	39	7	2	1	72	87.3%	12.7%
14. My administrators/supervisors respect the negotiated contracts.	34	36	1		1	72	98.6%	1.4%
15. My planning time is respected by my school administrations/supervisors.	27	28	3		14	72	94.8%	5.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	19	39	8	1	5	72	86.6%	13.4%
17. In my school, student misbehavior interferes with learning.	15	25	23	4	5	72	59.7%	40.3%
18. Too much instructional time is spent administering assessments.	37	18	3	1	12	71	93.2%	6.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	33	24	9		72	54.2%	45.8%
20. Increased workload has contributed to a decline in my morale.	23	18	24	3	4	72	60.3%	39.7%
21. I am paid fairly.	2	28	27	15		72	41.7%	58.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	10	32	29		72	15.3%	84.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	15	30	23	1	70	23.2%	76.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	20	48	2	1	1	72	95.8%	4.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	42	15	4	3	72	72.5%	27.5%
26. In my position, I receive appropriate and adequate support and training.	10	47	11	4		72	79.2%	20.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	24	35	6	71	9.2%	90.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	4	21	38	6	72	10.6%	89.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	12	23	27	6	72	24.2%	75.8%