

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	11	18	3		37	43.2%	56.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	10	18	7		37	32.4%	67.6%
3. I personally feel successful in my work.	9	21	6	1		37	81.1%	18.9%
4. I feel involved in decision-making at my school/worksite.	2	13	16	5	1	37	41.7%	58.3%
5. I want to be involved in decision-making at my school/worksite.	6	23	5		3	37	85.3%	14.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	6	19	7		37	29.7%	70.3%
7. In my school/worksite, I am treated as a professional.	8	19	10			37	73.0%	27.0%
8. There is good teamwork among staff in my school/worksite.	7	22	4	3		36	80.6%	19.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	25	6	3	2	37	74.3%	25.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	16	10	4		37	62.2%	37.8%
11. My work performance is evaluated fairly.	7	19	8	3		37	70.3%	29.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	16	8	7		37	59.5%	40.5%
13. I am provided adequate work and storage space to prepare for and do my job.	5	22	3	7		37	73.0%	27.0%
14. My administrators/supervisors respect the negotiated contracts.	9	19	6	1	2	37	80.0%	20.0%
15. My planning time is respected by my school administrations/supervisors.	6	16	10		4	36	68.8%	31.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	15	11	4	1	36	57.1%	42.9%
17. In my school, student misbehavior interferes with learning.	15	15	3	4		37	81.1%	18.9%
18. Too much instructional time is spent administering assessments.	14	13	6	1	3	37	79.4%	20.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	20	11	1	1	37	66.7%	33.3%
20. Increased workload has contributed to a decline in my morale.	10	14	9	1	3	37	70.6%	29.4%
21. I am paid fairly.		14	10	13		37	37.8%	62.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	16	14	3	1	37	52.8%	47.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	19	15	2		37	54.1%	45.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	26	3			37	91.9%	8.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	19	8	1	3	36	72.7%	27.3%
26. In my position, I receive appropriate and adequate support and training.	7	16	11	3		37	62.2%	37.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	13	18	2	37	11.4%	88.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	1	15	16	3	37	8.8%	91.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	2	16	15	3	37	8.8%	91.2%