

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	30	3			40	92.5%	7.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	26	4	1		40	87.5%	12.5%
3. I personally feel successful in my work.	14	21	4	1		40	87.5%	12.5%
4. I feel involved in decision-making at my school/worksite.	7	18	12	2	1	40	64.1%	35.9%
5. I want to be involved in decision-making at my school/worksite.	10	20	8		2	40	78.9%	21.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	23	6	1		40	82.5%	17.5%
7. In my school/worksite, I am treated as a professional.	13	23	4			40	90.0%	10.0%
8. There is good teamwork among staff in my school/worksite.	9	24	1	5		39	84.6%	15.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	19	8		3	40	78.4%	21.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	23	1	1		40	95.0%	5.0%
11. My work performance is evaluated fairly.	8	17	8	6	1	40	64.1%	35.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	19	11	6		40	57.5%	42.5%
13. I am provided adequate work and storage space to prepare for and do my job.	11	18	8	3		40	72.5%	27.5%
14. My administrators/supervisors respect the negotiated contracts.	17	20	3			40	92.5%	7.5%
15. My planning time is respected by my school administrations/supervisors.	11	19	3		7	40	90.9%	9.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	22	2	4	4	40	83.3%	16.7%
17. In my school, student misbehavior interferes with learning.	1	6	15	14	4	40	19.4%	80.6%
18. Too much instructional time is spent administering assessments.	18	8	3	2	9	40	83.9%	16.1%
19. HCPSS professional development experiences are meaningful and worthwhile.		19	16	4	1	40	48.7%	51.3%
20. Increased workload has contributed to a decline in my morale.	6	17	11	4	2	40	60.5%	39.5%
21. I am paid fairly.		22	17	1		40	55.0%	45.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	14	13	8		39	46.2%	53.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	9	15	11	3	39	27.8%	72.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	15	20	3	1	1	40	89.7%	10.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	20	13		2	40	65.8%	34.2%
26. In my position, I receive appropriate and adequate support and training.	5	25	7	2		39	76.9%	23.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	17	18	2	39	5.4%	94.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			15	24	1	40	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	9	14	16		40	25.0%	75.0%