

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	19	38	13	6		76	75.0%	25.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	19	43	11	3		76	81.6%	18.4%
3. I personally feel successful in my work.	26	43	5	2		76	90.8%	9.2%
4. I feel involved in decision-making at my school/worksite.	10	38	19	8	1	76	64.0%	36.0%
5. I want to be involved in decision-making at my school/worksite.	22	46	5		2	75	93.2%	6.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	37	15	3		75	76.0%	24.0%
7. In my school/worksite, I am treated as a professional.	29	37	7	3		76	86.8%	13.2%
8. There is good teamwork among staff in my school/worksite.	17	36	18	4		75	70.7%	29.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	29	6	5	6	75	84.1%	15.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	26	42	6	2		76	89.5%	10.5%
11. My work performance is evaluated fairly.	22	28	19	6		75	66.7%	33.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	17	24	19	15		75	54.7%	45.3%
13. I am provided adequate work and storage space to prepare for and do my job.	29	39	4	4		76	89.5%	10.5%
14. My administrators/supervisors respect the negotiated contracts.	36	34	2	2	1	75	94.6%	5.4%
15. My planning time is respected by my school administrations/supervisors.	27	32	7	4	5	75	84.3%	15.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	26	35	8	2	5	76	85.9%	14.1%
17. In my school, student misbehavior interferes with learning.	3	12	27	26	8	76	22.1%	77.9%
18. Too much instructional time is spent administering assessments.	28	23	13	4	8	76	75.0%	25.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	20	29	19	5	75	31.4%	68.6%
20. Increased workload has contributed to a decline in my morale.	16	35	13	9	3	76	69.9%	30.1%
21. I am paid fairly.	5	32	25	13		75	49.3%	50.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	24	28	20		76	36.8%	63.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	25	22	26		74	35.1%	64.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	47	9	3	2	75	83.6%	16.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	42	16	5	4	75	70.4%	29.6%
26. In my position, I receive appropriate and adequate support and training.	15	44	11	4	1	75	79.7%	20.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	5	20	38	7	75	14.7%	85.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	7	22	39	7	76	11.6%	88.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	21	24	20	5	75	37.1%	62.9%