

CENTRAL OFFICE

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	2	13	11	8		34	44.1%	55.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	11	12	7		34	44.1%	55.9%
3. I personally feel successful in my work.	10	21	2	1		34	91.2%	8.8%
4. I feel involved in decision-making at my school/worksite.	4	17	6	6	1	34	63.6%	36.4%
5. I want to be involved in decision-making at my school/worksite.	12	20		1	1	34	97.0%	3.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	13	9	7		34	52.9%	47.1%
7. In my school/worksite, I am treated as a professional.	8	18	4	4		34	76.5%	23.5%
8. There is good teamwork among staff in my school/worksite.	8	16	6	4		34	70.6%	29.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	6	2	3	21	34	61.5%	38.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	17	8	3		34	67.6%	32.4%
11. My work performance is evaluated fairly.	9	17	3	3	1	33	81.3%	18.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	20	2	4	5	34	79.3%	20.7%
13. I am provided adequate work and storage space to prepare for and do my job.	4	23	4	1	2	34	84.4%	15.6%
14. My administrators/supervisors respect the negotiated contracts.	6	22	3	2	1	34	84.8%	15.2%
15. My planning time is respected by my school administrations/supervisors.	1	3	2	1	27	34	57.1%	42.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	1			32	34	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.			1		33	34	0.0%	100.0%
18. Too much instructional time is spent administering assessments.	1	3		1	29	34	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	17	2	3	8	34	80.8%	19.2%
20. Increased workload has contributed to a decline in my morale.	6	11	10	5	2	34	53.1%	46.9%
21. I am paid fairly.	2	16	8	8		34	52.9%	47.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	6	13	9	1	34	33.3%	66.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	9	12	8	2	34	37.5%	62.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	19	3	5	1	33	75.0%	25.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	15	9	7		34	52.9%	47.1%
26. In my position, I receive appropriate and adequate support and training.	5	20	5	4		34	73.5%	26.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2		9	21	2	34	6.3%	93.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	2	5	20	1	33	21.9%	78.1%
29. In the last 12 months, I have experienced harassing behavior from parents.		1	4	9	19	33	7.1%	92.9%