

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	15	6	4		29	65.5%	34.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	16	4	3		29	75.9%	24.1%
3. I personally feel successful in my work.	10	14	3	2		29	82.8%	17.2%
4. I feel involved in decision-making at my school/worksite.	4	11	8	4	2	29	55.6%	44.4%
5. I want to be involved in decision-making at my school/worksite.	10	16	2		1	29	92.9%	7.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	15	4	4		28	71.4%	28.6%
7. In my school/worksite, I am treated as a professional.	9	16	2	2		29	86.2%	13.8%
8. There is good teamwork among staff in my school/worksite.	7	16	3	3		29	79.3%	20.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	13	4	1	1	29	82.1%	17.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	14	1	2		29	89.7%	10.3%
11. My work performance is evaluated fairly.	9	14	2	2	1	28	85.2%	14.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	13	8	5		29	55.2%	44.8%
13. I am provided adequate work and storage space to prepare for and do my job.	8	12	8	1		29	69.0%	31.0%
14. My administrators/supervisors respect the negotiated contracts.	12	13	3	1		29	86.2%	13.8%
15. My planning time is respected by my school administrations/supervisors.	8	12	5		4	29	80.0%	20.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	17	1	1	2	29	92.6%	7.4%
17. In my school, student misbehavior interferes with learning.	1	3	15	9	1	29	14.3%	85.7%
18. Too much instructional time is spent administering assessments.	6	14	4	1	3	28	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	11	9	5	2	29	48.1%	51.9%
20. Increased workload has contributed to a decline in my morale.	8	11	9		1	29	67.9%	32.1%
21. I am paid fairly.	2	11	12	4		29	44.8%	55.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	13	7	6		28	53.6%	46.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		13	10	6		29	44.8%	55.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	4	13	5	4	1	27	65.4%	34.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	14	9	1	2	28	61.5%	38.5%
26. In my position, I receive appropriate and adequate support and training.	1	20	5	2		28	75.0%	25.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		5	8	14	1	28	18.5%	81.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	10	15	1	29	10.7%	89.3%
29. In the last 12 months, I have experienced harassing behavior from parents.		7	9	11	2	29	25.9%	74.1%