

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	5	24	18	14		61	47.5%	52.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	30	22	5		61	55.7%	44.3%
3. I personally feel successful in my work.	5	33	16	7		61	62.3%	37.7%
4. I feel involved in decision-making at my school/worksite.	4	24	26	6	1	61	46.7%	53.3%
5. I want to be involved in decision-making at my school/worksite.	18	37	4		2	61	93.2%	6.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	35	11	4		61	75.4%	24.6%
7. In my school/worksite, I am treated as a professional.	16	34	8	3		61	82.0%	18.0%
8. There is good teamwork among staff in my school/worksite.	12	31	11	7		61	70.5%	29.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	30	14	3	3	61	70.7%	29.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	29	14	9		61	62.3%	37.7%
11. My work performance is evaluated fairly.	14	37	5		3	59	91.1%	8.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	19	20	17		60	38.3%	61.7%
13. I am provided adequate work and storage space to prepare for and do my job.	14	37	5	5		61	83.6%	16.4%
14. My administrators/supervisors respect the negotiated contracts.	15	38	4	3	1	61	88.3%	11.7%
15. My planning time is respected by my school administrations/supervisors.	6	24	18	5	7	60	56.6%	43.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	13	17	22	3	60	31.6%	68.4%
17. In my school, student misbehavior interferes with learning.	42	11	2	5		60	88.3%	11.7%
18. Too much instructional time is spent administering assessments.	18	28	11	2	2	61	78.0%	22.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	26	17	13	2	61	49.2%	50.8%
20. Increased workload has contributed to a decline in my morale.	18	24	14	4	1	61	70.0%	30.0%
21. I am paid fairly.	3	21	26	11		61	39.3%	60.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	1	11	46	1	61	5.0%	95.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	28	12	10	2	61	62.7%	37.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	27	27	4	2	1	61	90.0%	10.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	38	11	6	4	61	70.2%	29.8%
26. In my position, I receive appropriate and adequate support and training.	4	33	18	6		61	60.7%	39.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	7	27	25		61	14.8%	85.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	5	29	26		61	9.8%	90.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	13	31	15	1	61	23.3%	76.7%