

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	27	10	1		41	73.2%	26.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	25	8			41	80.5%	19.5%
3. I personally feel successful in my work.	5	26	8	2		41	75.6%	24.4%
4. I feel involved in decision-making at my school/worksite.	5	19	10	6		40	60.0%	40.0%
5. I want to be involved in decision-making at my school/worksite.	8	28	4	1		41	87.8%	12.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	26	4			41	90.2%	9.8%
7. In my school/worksite, I am treated as a professional.	15	22	3	1		41	90.2%	9.8%
8. There is good teamwork among staff in my school/worksite.	14	21	5	1		41	85.4%	14.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	24	7	3	3	41	73.7%	26.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	24	4			41	90.2%	9.8%
11. My work performance is evaluated fairly.	7	24	8	1	1	41	77.5%	22.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	14	10	16		41	36.6%	63.4%
13. I am provided adequate work and storage space to prepare for and do my job.	8	25	5	2	1	41	82.5%	17.5%
14. My administrators/supervisors respect the negotiated contracts.	14	24	3			41	92.7%	7.3%
15. My planning time is respected by my school administrations/supervisors.	10	25	3	1	2	41	89.7%	10.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	28	2		1	41	95.0%	5.0%
17. In my school, student misbehavior interferes with learning.	5	22	11	2		40	67.5%	32.5%
18. Too much instructional time is spent administering assessments.	19	12	7		2	40	81.6%	18.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	17	15	7	1	41	45.0%	55.0%
20. Increased workload has contributed to a decline in my morale.	15	14	10	1		40	72.5%	27.5%
21. I am paid fairly.	1	14	16	9		40	37.5%	62.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		12	12	15	2	41	30.8%	69.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		13	15	11	2	41	33.3%	66.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	7	29	3	2		41	87.8%	12.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	26	9	3	1	41	70.0%	30.0%
26. In my position, I receive appropriate and adequate support and training.	2	23	14	2		41	61.0%	39.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	14	25	1	41	2.5%	97.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	12	27	1	41	2.5%	97.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	11	16	11		40	32.5%	67.5%