

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	24	6	1		41	82.9%	17.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	26	6	1		42	83.3%	16.7%
3. I personally feel successful in my work.	8	28	6			42	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	7	22	10	1	2	42	72.5%	27.5%
5. I want to be involved in decision-making at my school/worksite.	16	19	5	1	1	42	85.4%	14.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	21	7	1		42	81.0%	19.0%
7. In my school/worksite, I am treated as a professional.	19	17	5	1		42	85.7%	14.3%
8. There is good teamwork among staff in my school/worksite.	10	24	5	2		41	82.9%	17.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	21	8	2	2	42	75.0%	25.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	28	2	2		42	90.5%	9.5%
11. My work performance is evaluated fairly.	11	22	7	2		42	78.6%	21.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	13	16	6		42	47.6%	52.4%
13. I am provided adequate work and storage space to prepare for and do my job.	9	24	6	3		42	78.6%	21.4%
14. My administrators/supervisors respect the negotiated contracts.	23	17	2			42	95.2%	4.8%
15. My planning time is respected by my school administrations/supervisors.	13	23	1		5	42	97.3%	2.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	22	6	1		42	83.3%	16.7%
17. In my school, student misbehavior interferes with learning.	2	23	13	3	1	42	61.0%	39.0%
18. Too much instructional time is spent administering assessments.	18	14	7	1	1	41	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		26	8	8		42	61.9%	38.1%
20. Increased workload has contributed to a decline in my morale.	12	13	12	3	2	42	62.5%	37.5%
21. I am paid fairly.	1	13	10	17	1	42	34.1%	65.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	13	12	3	42	35.9%	64.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		9	17	12	4	42	23.7%	76.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	24	4	1	1	42	87.8%	12.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	26	7	1	4	42	78.9%	21.1%
26. In my position, I receive appropriate and adequate support and training.	5	26	9	1		41	75.6%	24.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	1	14	22	1	42	12.2%	87.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	9	31		42	4.8%	95.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	6	13	19	1	42	22.0%	78.0%