

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	19	10	4		37	62.2%	37.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	25	6	2		37	78.4%	21.6%
3. I personally feel successful in my work.	8	20	7	2		37	75.7%	24.3%
4. I feel involved in decision-making at my school/worksite.	7	21	7	2		37	75.7%	24.3%
5. I want to be involved in decision-making at my school/worksite.	7	25	4			36	88.9%	11.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	21	9	1		37	73.0%	27.0%
7. In my school/worksite, I am treated as a professional.	13	19	3	1		36	88.9%	11.1%
8. There is good teamwork among staff in my school/worksite.	6	19	7	4		36	69.4%	30.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	17	9	3	5	37	62.5%	37.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	23		2		37	94.6%	5.4%
11. My work performance is evaluated fairly.	7	23	4	3		37	81.1%	18.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	6	9	17	2	37	25.7%	74.3%
13. I am provided adequate work and storage space to prepare for and do my job.	8	18	10	1		37	70.3%	29.7%
14. My administrators/supervisors respect the negotiated contracts.	11	23	2	1		37	91.9%	8.1%
15. My planning time is respected by my school administrations/supervisors.	4	16	9	4	4	37	60.6%	39.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	20	2	2	4	37	87.9%	12.1%
17. In my school, student misbehavior interferes with learning.	1	13	12	6	4	36	43.8%	56.3%
18. Too much instructional time is spent administering assessments.	21	10	2	1	3	37	91.2%	8.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	15	15	4	1	36	45.7%	54.3%
20. Increased workload has contributed to a decline in my morale.	19	8	7	2	1	37	75.0%	25.0%
21. I am paid fairly.	1	9	16	11		37	27.0%	73.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	12	12	10	1	36	37.1%	62.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14	10	10		35	42.9%	57.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	24	3			37	91.9%	8.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	22	8	4	1	37	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	5	23	6	3		37	75.7%	24.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	5	11	16	1	36	22.9%	77.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	2	15	16	1	36	11.4%	88.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	7	16	11	2	37	22.9%	77.1%