

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	23	60	4			87	95.4%	4.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	22	59	7			88	92.0%	8.0%
3. I personally feel successful in my work.	18	55	12	3		88	83.0%	17.0%
4. I feel involved in decision-making at my school/worksite.	17	41	25	4	1	88	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	22	56	7	1	2	88	90.7%	9.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	57	4	3		88	92.0%	8.0%
7. In my school/worksite, I am treated as a professional.	32	49	5	2		88	92.0%	8.0%
8. There is good teamwork among staff in my school/worksite.	36	46	6			88	93.2%	6.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	54	12	3	2	88	82.6%	17.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	48	18	6		88	72.7%	27.3%
11. My work performance is evaluated fairly.	19	58	10	1		88	87.5%	12.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	24	24	30	1	88	37.9%	62.1%
13. I am provided adequate work and storage space to prepare for and do my job.	18	50	11	9		88	77.3%	22.7%
14. My administrators/supervisors respect the negotiated contracts.	33	53	2			88	97.7%	2.3%
15. My planning time is respected by my school administrations/supervisors.	26	38	11	3	10	88	82.1%	17.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	16	51	13	2	6	88	81.7%	18.3%
17. In my school, student misbehavior interferes with learning.	29	36	13	3	7	88	80.2%	19.8%
18. Too much instructional time is spent administering assessments.	29	33	14	2	9	87	79.5%	20.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	27	29	23	3	88	38.8%	61.2%
20. Increased workload has contributed to a decline in my morale.	21	27	29	7	3	87	57.1%	42.9%
21. I am paid fairly.	2	40	29	16	1	88	48.3%	51.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	42	23	16	3	86	53.0%	47.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	32	32	15	6	87	42.0%	58.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	30	44	8	1	4	87	89.2%	10.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	54	20	6	2	87	69.4%	30.6%
26. In my position, I receive appropriate and adequate support and training.	10	56	20	2		88	75.0%	25.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		5	30	47	6	88	6.1%	93.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	4	26	50	5	87	7.3%	92.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	19	25	32	6	88	30.5%	69.5%