

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		9	23	18		50	18.0%	82.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	11	24	14		50	24.0%	76.0%
3. I personally feel successful in my work.	14	25	10	1		50	78.0%	22.0%
4. I feel involved in decision-making at my school/worksite.	1	14	18	16	1	50	30.6%	69.4%
5. I want to be involved in decision-making at my school/worksite.	17	33				50	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	18	12	13	1	50	49.0%	51.0%
7. In my school/worksite, I am treated as a professional.	8	24	11	7		50	64.0%	36.0%
8. There is good teamwork among staff in my school/worksite.	2	24	16	7		49	53.1%	46.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	29	9	5	1	50	71.4%	28.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	26	9	2		50	78.0%	22.0%
11. My work performance is evaluated fairly.	11	24	9	1	2	47	77.8%	22.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	23	8	6	2	50	70.8%	29.2%
13. I am provided adequate work and storage space to prepare for and do my job.	17	28	5			50	90.0%	10.0%
14. My administrators/supervisors respect the negotiated contracts.	13	29	7	1		50	84.0%	16.0%
15. My planning time is respected by my school administrations/supervisors.	12	26	4	1	7	50	88.4%	11.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	13	11	19	2	50	37.5%	62.5%
17. In my school, student misbehavior interferes with learning.	24	14	4	6	2	50	79.2%	20.8%
18. Too much instructional time is spent administering assessments.	9	18	8	3	12	50	71.1%	28.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	23	11	11	3	50	53.2%	46.8%
20. Increased workload has contributed to a decline in my morale.	9	18	14	8	1	50	55.1%	44.9%
21. I am paid fairly.	5	17	20	8		50	44.0%	56.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	22	15	7	4	50	52.2%	47.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		18	21	8	3	50	38.3%	61.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	32	4		2	50	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	26	11	1	3	50	74.5%	25.5%
26. In my position, I receive appropriate and adequate support and training.	10	29	10	1		50	78.0%	22.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	4	15	26		49	16.3%	83.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	5	16	28		50	12.0%	88.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	9	16	19		50	30.0%	70.0%