

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	21	4	1		31	83.9%	16.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	18	5			31	83.9%	16.1%
3. I personally feel successful in my work.	7	19	3	1		30	86.7%	13.3%
4. I feel involved in decision-making at my school/worksite.	6	14	8	1	2	31	69.0%	31.0%
5. I want to be involved in decision-making at my school/worksite.	10	14	3		3	30	88.9%	11.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	17	4			29	86.2%	13.8%
7. In my school/worksite, I am treated as a professional.	14	13	3			30	90.0%	10.0%
8. There is good teamwork among staff in my school/worksite.	13	16		1		30	96.7%	3.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	17	4		2	31	86.2%	13.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	18		2	1	31	93.3%	6.7%
11. My work performance is evaluated fairly.	13	12	5	1		31	80.6%	19.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	8	9	6	1	31	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	16	11	2			29	93.1%	6.9%
14. My administrators/supervisors respect the negotiated contracts.	15	13	1	1		30	93.3%	6.7%
15. My planning time is respected by my school administrations/supervisors.	10	9	6	2	4	31	70.4%	29.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	16	3	2	1	31	83.3%	16.7%
17. In my school, student misbehavior interferes with learning.	25	3	2	1		31	90.3%	9.7%
18. Too much instructional time is spent administering assessments.	14	9	4	2	1	30	79.3%	20.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	13	8	7		31	51.6%	48.4%
20. Increased workload has contributed to a decline in my morale.	4	9	11	6	1	31	43.3%	56.7%
21. I am paid fairly.	2	14	10	5		31	51.6%	48.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	15	5	5	2	31	65.5%	34.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	16	7	4	2	31	62.1%	37.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	20	4		1	31	86.7%	13.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	15	6	5		31	64.5%	35.5%
26. In my position, I receive appropriate and adequate support and training.	9	16	5	1		31	80.6%	19.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	7	17	3	29	7.7%	92.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	7	20	3	31	3.6%	96.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	3	12	12	2	30	14.3%	85.7%