

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	33	28	37		104	37.5%	62.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	30	36	30	1	104	35.9%	64.1%
3. I personally feel successful in my work.	31	57	10	6		104	84.6%	15.4%
4. I feel involved in decision-making at my school/worksite.	10	24	32	36	2	104	33.3%	66.7%
5. I want to be involved in decision-making at my school/worksite.	31	56	11	4	2	104	85.3%	14.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	18	37	38	2	103	25.7%	74.3%
7. In my school/worksite, I am treated as a professional.	20	50	20	14		104	67.3%	32.7%
8. There is good teamwork among staff in my school/worksite.	30	59	11	3	1	104	86.4%	13.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	54	14	12	8	104	72.9%	27.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	40	50	10	4		104	86.5%	13.5%
11. My work performance is evaluated fairly.	16	53	20	14		103	67.0%	33.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	38	27	27	4	104	46.0%	54.0%
13. I am provided adequate work and storage space to prepare for and do my job.	28	52	17	5	2	104	78.4%	21.6%
14. My administrators/supervisors respect the negotiated contracts.	23	57	13	6	2	101	80.8%	19.2%
15. My planning time is respected by my school administrations/supervisors.	20	49	18	3	14	104	76.7%	23.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	35	49	5	5	9	103	89.4%	10.6%
17. In my school, student misbehavior interferes with learning.	9	17	46	25	6	103	26.8%	73.2%
18. Too much instructional time is spent administering assessments.	41	33	20	3	7	104	76.3%	23.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	7	34	30	29	4	104	41.0%	59.0%
20. Increased workload has contributed to a decline in my morale.	44	30	20	5	5	104	74.7%	25.3%
21. I am paid fairly.	7	41	29	27		104	46.2%	53.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	43	31	20	3	103	49.0%	51.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	36	32	25	8	102	39.4%	60.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	33	55	8	3	5	104	88.9%	11.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	57	19	13	3	104	68.3%	31.7%
26. In my position, I receive appropriate and adequate support and training.	13	70	16	5		104	79.8%	20.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	32	57	7	103	7.3%	92.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	11	13	30	44	6	104	24.5%	75.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	13	25	30	30	6	104	38.8%	61.2%