

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	14	4	4		25	68.0%	32.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	11	10	1		25	56.0%	44.0%
3. I personally feel successful in my work.	4	20	1			25	96.0%	4.0%
4. I feel involved in decision-making at my school/worksite.	3	12	7	3		25	60.0%	40.0%
5. I want to be involved in decision-making at my school/worksite.	6	17	2			25	92.0%	8.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	12	7	2		25	64.0%	36.0%
7. In my school/worksite, I am treated as a professional.	7	15	3			25	88.0%	12.0%
8. There is good teamwork among staff in my school/worksite.	7	16		2		25	92.0%	8.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	14	3	1	1	25	83.3%	16.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	15	2			25	92.0%	8.0%
11. My work performance is evaluated fairly.	4	19	2			25	92.0%	8.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	17	3	3		25	76.0%	24.0%
13. I am provided adequate work and storage space to prepare for and do my job.	5	12	5	3		25	68.0%	32.0%
14. My administrators/supervisors respect the negotiated contracts.	9	15		1		25	96.0%	4.0%
15. My planning time is respected by my school administrations/supervisors.	6	16	1	1		24	91.7%	8.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	12	3	3		24	75.0%	25.0%
17. In my school, student misbehavior interferes with learning.	7	10	7	1		25	68.0%	32.0%
18. Too much instructional time is spent administering assessments.	6	10	8		1	25	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	13	8		1	24	65.2%	34.8%
20. Increased workload has contributed to a decline in my morale.	7	9	8	1		25	64.0%	36.0%
21. I am paid fairly.	2	7	8	7	1	25	37.5%	62.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	15	2	6	1	25	66.7%	33.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	14	3	5	1	25	66.7%	33.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	14	2		1	25	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	13	5			25	80.0%	20.0%
26. In my position, I receive appropriate and adequate support and training.	5	16	3	1		25	84.0%	16.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	10	11	1	25	12.5%	87.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	11	11	1	25	8.3%	91.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	2	10	10	1	25	16.7%	83.3%