

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		26	9	5		40	65.0%	35.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	28	7	4		41	73.2%	26.8%
3. I personally feel successful in my work.	3	29	8	1		41	78.0%	22.0%
4. I feel involved in decision-making at my school/worksite.	1	21	8	6	4	40	61.1%	38.9%
5. I want to be involved in decision-making at my school/worksite.	8	24	7	1	1	41	80.0%	20.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	28	6	4	1	41	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	6	28	6	1		41	82.9%	17.1%
8. There is good teamwork among staff in my school/worksite.	11	20	7	2		40	77.5%	22.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	27	6	2	2	41	79.5%	20.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	2	25	12	2		41	65.9%	34.1%
11. My work performance is evaluated fairly.	3	33	3	1		40	90.0%	10.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	14	17	7	1	41	40.0%	60.0%
13. I am provided adequate work and storage space to prepare for and do my job.	2	29	6	4		41	75.6%	24.4%
14. My administrators/supervisors respect the negotiated contracts.	9	28	1	1	2	41	94.9%	5.1%
15. My planning time is respected by my school administrations/supervisors.	3	26	5	2	5	41	80.6%	19.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	19	13	5	1	40	53.8%	46.2%
17. In my school, student misbehavior interferes with learning.	23	15	1	1		40	95.0%	5.0%
18. Too much instructional time is spent administering assessments.	10	21	8	1	1	41	77.5%	22.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	24	10	3	2	41	66.7%	33.3%
20. Increased workload has contributed to a decline in my morale.	13	12	13		2	40	65.8%	34.2%
21. I am paid fairly.		24	11	4		39	61.5%	38.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		22	7	8	3	40	59.5%	40.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		20	8	10	2	40	52.6%	47.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	31	4			40	90.0%	10.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	25	6	4	3	40	73.0%	27.0%
26. In my position, I receive appropriate and adequate support and training.	3	32	4	2		41	85.4%	14.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	16	18	4	41	8.1%	91.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			17	20	4	41	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	8	20	9	3	41	23.7%	76.3%