

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	25	5			37	86.5%	13.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	24	7	1		38	78.9%	21.1%
3. I personally feel successful in my work.	13	22	3			38	92.1%	7.9%
4. I feel involved in decision-making at my school/worksite.	4	25	8	1		38	76.3%	23.7%
5. I want to be involved in decision-making at my school/worksite.	11	24	3			38	92.1%	7.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	19	8			38	78.9%	21.1%
7. In my school/worksite, I am treated as a professional.	17	19	2			38	94.7%	5.3%
8. There is good teamwork among staff in my school/worksite.	13	22	3			38	92.1%	7.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	19	6	3	2	38	75.0%	25.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	17	17	4			38	89.5%	10.5%
11. My work performance is evaluated fairly.	15	22	1			38	97.4%	2.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	22	2	5	2	38	80.6%	19.4%
13. I am provided adequate work and storage space to prepare for and do my job.	9	22	6	1		38	81.6%	18.4%
14. My administrators/supervisors respect the negotiated contracts.	23	15				38	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	14	17	2		5	38	93.9%	6.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	16	22				38	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.	6	22	8	1	1	38	75.7%	24.3%
18. Too much instructional time is spent administering assessments.	15	14	7		2	38	80.6%	19.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	18	12	5	2	38	52.8%	47.2%
20. Increased workload has contributed to a decline in my morale.	8	10	18	2		38	47.4%	52.6%
21. I am paid fairly.	7	15	15	1		38	57.9%	42.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	17	13	5		37	51.4%	48.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	16	11	6		37	54.1%	45.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	25	4			37	89.2%	10.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	24	4	1	1	37	86.1%	13.9%
26. In my position, I receive appropriate and adequate support and training.	10	23	4			37	89.2%	10.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	10	24	1	37	5.6%	94.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	7	28	1	38	5.4%	94.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	8	12	15	1	38	27.0%	73.0%