

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	16	35	6	1		58	87.9%	12.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	18	30	8	2		58	82.8%	17.2%
3. I personally feel successful in my work.	27	26	3	2		58	91.4%	8.6%
4. I feel involved in decision-making at my school/worksite.	20	22	10	4	2	58	75.0%	25.0%
5. I want to be involved in decision-making at my school/worksite.	25	23	3	2	5	58	90.6%	9.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	20	12	5		58	70.7%	29.3%
7. In my school/worksite, I am treated as a professional.	28	26	2	1		57	94.7%	5.3%
8. There is good teamwork among staff in my school/worksite.	24	25	7	2		58	84.5%	15.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	25	4	2	5	57	88.5%	11.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	30	10	4		58	75.9%	24.1%
11. My work performance is evaluated fairly.	18	29	7	4		58	81.0%	19.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	29	8	11	1	58	66.7%	33.3%
13. I am provided adequate work and storage space to prepare for and do my job.	26	28	3	1		58	93.1%	6.9%
14. My administrators/supervisors respect the negotiated contracts.	31	24	2		1	58	96.5%	3.5%
15. My planning time is respected by my school administrations/supervisors.	22	25	2		9	58	95.9%	4.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	21	20	9	2	6	58	78.8%	21.2%
17. In my school, student misbehavior interferes with learning.	1	4	28	22	3	58	9.1%	90.9%
18. Too much instructional time is spent administering assessments.	24	19	8	1	6	58	82.7%	17.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	27	17	8	3	58	54.5%	45.5%
20. Increased workload has contributed to a decline in my morale.	14	20	17	6	1	58	59.6%	40.4%
21. I am paid fairly.	2	22	21	13		58	41.4%	58.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	7	14	33	2	58	16.1%	83.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	11	17	27	1	58	22.8%	77.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	39	4		1	57	92.9%	7.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	32	11	3	3	58	74.5%	25.5%
26. In my position, I receive appropriate and adequate support and training.	13	29	10	6		58	72.4%	27.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	16	36		58	10.3%	89.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		4	15	39		58	6.9%	93.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	18	17	16	2	58	41.1%	58.9%