

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	16	28	1	1		46	95.7%	4.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	16	26	3	1		46	91.3%	8.7%
3. I personally feel successful in my work.	20	24	2			46	95.7%	4.3%
4. I feel involved in decision-making at my school/worksite.	13	23	7	2	1	46	80.0%	20.0%
5. I want to be involved in decision-making at my school/worksite.	17	24	3		2	46	93.2%	6.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	27	6			46	87.0%	13.0%
7. In my school/worksite, I am treated as a professional.	25	16	5			46	89.1%	10.9%
8. There is good teamwork among staff in my school/worksite.	20	22	4			46	91.3%	8.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	23	6	1	1	46	84.4%	15.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	19	9	6		45	66.7%	33.3%
11. My work performance is evaluated fairly.	17	21	5	3		46	82.6%	17.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	20	9	12		46	54.3%	45.7%
13. I am provided adequate work and storage space to prepare for and do my job.	20	22	1	2		45	93.3%	6.7%
14. My administrators/supervisors respect the negotiated contracts.	30	15	1			46	97.8%	2.2%
15. My planning time is respected by my school administrations/supervisors.	24	18	2		1	45	95.5%	4.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	23	3		3	46	93.0%	7.0%
17. In my school, student misbehavior interferes with learning.	1	5	11	27	2	46	13.6%	86.4%
18. Too much instructional time is spent administering assessments.	25	14	1	3	3	46	90.7%	9.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	20	16	4		46	56.5%	43.5%
20. Increased workload has contributed to a decline in my morale.	9	20	12	3	2	46	65.9%	34.1%
21. I am paid fairly.	2	19	15	9	1	46	46.7%	53.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	11	20	14		46	26.1%	73.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	15	18	9	2	46	38.6%	61.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	29	4			46	91.3%	8.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	33	5	1	1	46	86.7%	13.3%
26. In my position, I receive appropriate and adequate support and training.	12	25	8		1	46	82.2%	17.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	16	25	2	45	4.7%	95.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		19	23	2	45	2.3%	97.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	13	9	10	13	1	46	48.9%	51.1%