

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	15	42	7	2		66	86.4%	13.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	17	39	8	2		66	84.8%	15.2%
3. I personally feel successful in my work.	20	38	6		1	65	90.6%	9.4%
4. I feel involved in decision-making at my school/worksite.	7	24	27	6	2	66	48.4%	51.6%
5. I want to be involved in decision-making at my school/worksite.	15	42	7		2	66	89.1%	10.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	37	13	3		66	75.8%	24.2%
7. In my school/worksite, I am treated as a professional.	27	33	4	2		66	90.9%	9.1%
8. There is good teamwork among staff in my school/worksite.	18	39	7	2		66	86.4%	13.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	31	11	4	8	66	74.1%	25.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	35	9	5		65	78.5%	21.5%
11. My work performance is evaluated fairly.	7	44	8	6		65	78.5%	21.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	20	17	19	2	66	43.8%	56.3%
13. I am provided adequate work and storage space to prepare for and do my job.	20	36	8	1	1	66	86.2%	13.8%
14. My administrators/supervisors respect the negotiated contracts.	35	28	2	1		66	95.5%	4.5%
15. My planning time is respected by my school administrations/supervisors.	27	27	1	3	8	66	93.1%	6.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	24	21	4	6	66	58.3%	41.7%
17. In my school, student misbehavior interferes with learning.	6	17	28	9	6	66	38.3%	61.7%
18. Too much instructional time is spent administering assessments.	27	21	11	2	5	66	78.7%	21.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	23	17	21	3	66	39.7%	60.3%
20. Increased workload has contributed to a decline in my morale.	20	27	15	4		66	71.2%	28.8%
21. I am paid fairly.	1	20	22	23		66	31.8%	68.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	24	15	23	2	65	39.7%	60.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		17	21	23	1	62	27.9%	72.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	19	37	5	4	1	66	86.2%	13.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	37	14	8	4	66	64.5%	35.5%
26. In my position, I receive appropriate and adequate support and training.	4	45	10	6		65	75.4%	24.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	4	14	40	5	66	11.5%	88.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	15	39	8	65	5.3%	94.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	10	19	13	22	2	66	45.3%	54.7%