

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	19	10	6		41	61.0%	39.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	25	7	6		42	69.0%	31.0%
3. I personally feel successful in my work.	9	24	8	1		42	78.6%	21.4%
4. I feel involved in decision-making at my school/worksite.	7	17	11	7		42	57.1%	42.9%
5. I want to be involved in decision-making at my school/worksite.	8	27	5	1	1	42	85.4%	14.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	18	10	6		42	61.9%	38.1%
7. In my school/worksite, I am treated as a professional.	10	23	7	2		42	78.6%	21.4%
8. There is good teamwork among staff in my school/worksite.	12	27	1	2		42	92.9%	7.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	21	8	5	1	41	67.5%	32.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	28	3	1		40	90.0%	10.0%
11. My work performance is evaluated fairly.	6	25	8	2		41	75.6%	24.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	11	11	16		42	35.7%	64.3%
13. I am provided adequate work and storage space to prepare for and do my job.	7	32	1	2		42	92.9%	7.1%
14. My administrators/supervisors respect the negotiated contracts.	12	24	5		1	42	87.8%	12.2%
15. My planning time is respected by my school administrations/supervisors.	4	21	10	3	4	42	65.8%	34.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	24	6	1	3	42	82.1%	17.9%
17. In my school, student misbehavior interferes with learning.	1	15	19	6	1	42	39.0%	61.0%
18. Too much instructional time is spent administering assessments.	20	16	3	1	2	42	90.0%	10.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		18	18	6		42	42.9%	57.1%
20. Increased workload has contributed to a decline in my morale.	18	17	5	1	1	42	85.4%	14.6%
21. I am paid fairly.	1	23	13	5		42	57.1%	42.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	22	10	7	1	41	57.5%	42.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		17	15	5	4	41	45.9%	54.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	26	1		3	41	97.4%	2.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	26	6	1	4	42	81.6%	18.4%
26. In my position, I receive appropriate and adequate support and training.	6	20	13	2		41	63.4%	36.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	12	28	1	42	2.4%	97.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	13	24	2	42	7.5%	92.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	9	16	13	1	42	29.3%	70.7%