

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	22	16	4		46	56.5%	43.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	19	19	4		45	48.9%	51.1%
3. I personally feel successful in my work.	8	32	5	1		46	87.0%	13.0%
4. I feel involved in decision-making at my school/worksite.	2	15	19	10		46	37.0%	63.0%
5. I want to be involved in decision-making at my school/worksite.	12	30	2		1	45	95.5%	4.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	19	11	10	1	46	53.3%	46.7%
7. In my school/worksite, I am treated as a professional.	9	23	8	5		45	71.1%	28.9%
8. There is good teamwork among staff in my school/worksite.	9	26	6	5		46	76.1%	23.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	20	13	7	2	46	54.5%	45.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	30	6	3	1	46	80.0%	20.0%
11. My work performance is evaluated fairly.	4	29	7	4	1	45	75.0%	25.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	14	14	15	1	46	35.6%	64.4%
13. I am provided adequate work and storage space to prepare for and do my job.	3	27	11	5		46	65.2%	34.8%
14. My administrators/supervisors respect the negotiated contracts.	10	29	4	3		46	84.8%	15.2%
15. My planning time is respected by my school administrations/supervisors.	9	21	5	5	6	46	75.0%	25.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	19	11	7	2	46	59.1%	40.9%
17. In my school, student misbehavior interferes with learning.	7	26	10	2	1	46	73.3%	26.7%
18. Too much instructional time is spent administering assessments.	27	12	1	2	2	44	92.9%	7.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	26	11	3	2	45	67.4%	32.6%
20. Increased workload has contributed to a decline in my morale.	17	21	6	2		46	82.6%	17.4%
21. I am paid fairly.	1	15	18	12		46	34.8%	65.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		17	16	13		46	37.0%	63.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		17	19	8	1	45	38.6%	61.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	31	3	1		46	91.3%	8.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	33	10	1		46	76.1%	23.9%
26. In my position, I receive appropriate and adequate support and training.	6	25	11	3	1	46	68.9%	31.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	17	23	3	46	7.0%	93.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	3	16	21	3	45	11.9%	88.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	10	18	11	5	46	29.3%	70.7%