

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	45	12	4		65	75.4%	24.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	41	14	4	1	65	71.9%	28.1%
3. I personally feel successful in my work.	16	38	8	2	1	65	84.4%	15.6%
4. I feel involved in decision-making at my school/worksite.	5	24	26	8	2	65	46.0%	54.0%
5. I want to be involved in decision-making at my school/worksite.	15	43	4		3	65	93.5%	6.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	36	12	6		65	72.3%	27.7%
7. In my school/worksite, I am treated as a professional.	22	33	8	2		65	84.6%	15.4%
8. There is good teamwork among staff in my school/worksite.	15	37	8	4	1	65	81.3%	18.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	29	13	6	8	63	65.5%	34.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	19	37	5	4		65	86.2%	13.8%
11. My work performance is evaluated fairly.	15	32	15	3		65	72.3%	27.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	24	25	10	2	65	44.4%	55.6%
13. I am provided adequate work and storage space to prepare for and do my job.	16	39	4	3	1	63	88.7%	11.3%
14. My administrators/supervisors respect the negotiated contracts.	21	32	6	3	2	64	85.5%	14.5%
15. My planning time is respected by my school administrations/supervisors.	12	30	7	3	11	63	80.8%	19.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	32	11	4	8	64	73.2%	26.8%
17. In my school, student misbehavior interferes with learning.	9	17	25	7	5	63	44.8%	55.2%
18. Too much instructional time is spent administering assessments.	27	20	7	1	9	64	85.5%	14.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	29	24	7		64	51.6%	48.4%
20. Increased workload has contributed to a decline in my morale.	18	24	16	5	2	65	66.7%	33.3%
21. I am paid fairly.	4	19	25	17		65	35.4%	64.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	15	26	15	4	63	30.5%	69.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	18	26	13	4	63	33.9%	66.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	38	6		4	64	90.0%	10.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	40	12	1	5	63	77.6%	22.4%
26. In my position, I receive appropriate and adequate support and training.	6	39	15	4	1	65	70.3%	29.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	8	22	23	9	63	16.7%	83.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	3	25	26	9	64	7.3%	92.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	6	24	23	7	65	19.0%	81.0%