

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	38	10	5	1	58	73.7%	26.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	38	11	4		58	74.1%	25.9%
3. I personally feel successful in my work.	10	37	9	1	1	58	82.5%	17.5%
4. I feel involved in decision-making at my school/worksite.	3	26	17	7	4	57	54.7%	45.3%
5. I want to be involved in decision-making at my school/worksite.	13	37	3	3	2	58	89.3%	10.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	30	10	3	1	58	77.2%	22.8%
7. In my school/worksite, I am treated as a professional.	17	31	5	1	1	55	88.9%	11.1%
8. There is good teamwork among staff in my school/worksite.	13	34	8	3		58	81.0%	19.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	30	9	7	2	57	70.9%	29.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	32	11	4		57	73.7%	26.3%
11. My work performance is evaluated fairly.	12	34	6	3	2	57	83.6%	16.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	23	21	12	1	58	42.1%	57.9%
13. I am provided adequate work and storage space to prepare for and do my job.	7	46	2	1	2	58	94.6%	5.4%
14. My administrators/supervisors respect the negotiated contracts.	17	34	6			57	89.5%	10.5%
15. My planning time is respected by my school administrations/supervisors.	10	28	10	1	7	56	77.6%	22.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	35	3	5	7	56	83.7%	16.3%
17. In my school, student misbehavior interferes with learning.	29	18	5	2	2	56	87.0%	13.0%
18. Too much instructional time is spent administering assessments.	23	22	4		8	57	91.8%	8.2%
19. HCPSS professional development experiences are meaningful and worthwhile.		30	18	5	1	54	56.6%	43.4%
20. Increased workload has contributed to a decline in my morale.	12	30	11	1	3	57	77.8%	22.2%
21. I am paid fairly.		24	22	12		58	41.4%	58.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	26	22	6	1	56	49.1%	50.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		24	23	7	3	57	44.4%	55.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	37	5		5	57	90.4%	9.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	36	11	2	4	57	75.5%	24.5%
26. In my position, I receive appropriate and adequate support and training.	7	43	6	1	1	58	87.7%	12.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	17	29	5	58	13.2%	86.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	16	32	6	57	5.9%	94.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	9	17	20	5	58	30.2%	69.8%