

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	46	22	14		85	57.6%	42.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	44	19	17	1	86	57.6%	42.4%
3. I personally feel successful in my work.	12	55	10	8		85	78.8%	21.2%
4. I feel involved in decision-making at my school/worksite.	5	35	29	16	1	86	47.1%	52.9%
5. I want to be involved in decision-making at my school/worksite.	21	50	12	1	2	86	84.5%	15.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	36	20	18	1	86	55.3%	44.7%
7. In my school/worksite, I am treated as a professional.	15	48	13	9		85	74.1%	25.9%
8. There is good teamwork among staff in my school/worksite.	8	38	27	10		83	55.4%	44.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	38	20	14	9	86	55.8%	44.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	51	11	8		85	77.6%	22.4%
11. My work performance is evaluated fairly.	10	49	17	7	2	85	71.1%	28.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	26	24	31	2	86	34.5%	65.5%
13. I am provided adequate work and storage space to prepare for and do my job.	12	48	16	8		84	71.4%	28.6%
14. My administrators/supervisors respect the negotiated contracts.	14	51	14	6	1	86	76.5%	23.5%
15. My planning time is respected by my school administrations/supervisors.	7	45	8	11	14	85	73.2%	26.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	40	19	7	5	85	67.5%	32.5%
17. In my school, student misbehavior interferes with learning.	26	35	12	3	8	84	80.3%	19.7%
18. Too much instructional time is spent administering assessments.	38	22	14	1	11	86	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		25	28	28	4	85	30.9%	69.1%
20. Increased workload has contributed to a decline in my morale.	38	20	22	3	1	84	69.9%	30.1%
21. I am paid fairly.	4	28	32	21		85	37.6%	62.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	23	26	33	1	86	30.6%	69.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	23	33	26	1	84	28.9%	71.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	30	49	3	2	2	86	94.0%	6.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	46	23	9	1	84	61.4%	38.6%
26. In my position, I receive appropriate and adequate support and training.	8	46	14	15	2	85	65.1%	34.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	9	33	37	4	86	14.6%	85.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	11	27	38	5	86	19.8%	80.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	12	13	30	26	4	85	30.9%	69.1%