

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	2	23	24	7		56	44.6%	55.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	27	19	7		56	53.6%	46.4%
3. I personally feel successful in my work.	6	41	5	3		55	85.5%	14.5%
4. I feel involved in decision-making at my school/worksite.	5	20	21	9	1	56	45.5%	54.5%
5. I want to be involved in decision-making at my school/worksite.	7	36	8	1	3	55	82.7%	17.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	30	13	7		56	64.3%	35.7%
7. In my school/worksite, I am treated as a professional.	10	37	4	4		55	85.5%	14.5%
8. There is good teamwork among staff in my school/worksite.	5	32	15	4		56	66.1%	33.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	30	10	10	3	56	62.3%	37.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	27	15	9		56	57.1%	42.9%
11. My work performance is evaluated fairly.	11	29	12	4		56	71.4%	28.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	21	16	15	1	56	43.6%	56.4%
13. I am provided adequate work and storage space to prepare for and do my job.	7	33	10	6		56	71.4%	28.6%
14. My administrators/supervisors respect the negotiated contracts.	9	38	6	1		54	87.0%	13.0%
15. My planning time is respected by my school administrations/supervisors.	6	35	7	4	4	56	78.8%	21.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	23	19	7	3	56	50.9%	49.1%
17. In my school, student misbehavior interferes with learning.	22	24	7	3		56	82.1%	17.9%
18. Too much instructional time is spent administering assessments.	25	26	2		3	56	96.2%	3.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	6	21	26	1	56	14.5%	85.5%
20. Increased workload has contributed to a decline in my morale.	17	25	10	2	1	55	77.8%	22.2%
21. I am paid fairly.	4	19	20	13		56	41.1%	58.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		1	11	40	2	54	1.9%	98.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	10	24	14	5	1	54	64.2%	35.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	33	5	1	1	56	89.1%	10.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	26	13	10	2	56	57.4%	42.6%
26. In my position, I receive appropriate and adequate support and training.	5	32	12	7		56	66.1%	33.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	7	26	17	3	56	18.9%	81.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	5	30	16	2	56	14.8%	85.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	13	24	10	2	56	37.0%	63.0%