

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	23	8	3		35	68.6%	31.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	20	9	3		35	65.7%	34.3%
3. I personally feel successful in my work.	5	24	3	2		34	85.3%	14.7%
4. I feel involved in decision-making at my school/worksite.	4	17	8	5	1	35	61.8%	38.2%
5. I want to be involved in decision-making at my school/worksite.	15	18	1		1	35	97.1%	2.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	20	7	3		35	71.4%	28.6%
7. In my school/worksite, I am treated as a professional.	7	19	6	2		34	76.5%	23.5%
8. There is good teamwork among staff in my school/worksite.	3	22	6	4		35	71.4%	28.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	21	6	2	1	34	75.8%	24.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	24	1	1		35	94.3%	5.7%
11. My work performance is evaluated fairly.	6	19	6	3		34	73.5%	26.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	13	10	7	3	35	46.9%	53.1%
13. I am provided adequate work and storage space to prepare for and do my job.	8	23	2	2		35	88.6%	11.4%
14. My administrators/supervisors respect the negotiated contracts.	6	21	6	1	1	35	79.4%	20.6%
15. My planning time is respected by my school administrations/supervisors.	4	18	3	3	7	35	78.6%	21.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	17	13	1	1	35	58.8%	41.2%
17. In my school, student misbehavior interferes with learning.	4	13	12	5	1	35	50.0%	50.0%
18. Too much instructional time is spent administering assessments.	17	11	2	1	2	33	90.3%	9.7%
19. HCPSS professional development experiences are meaningful and worthwhile.		18	13	3		34	52.9%	47.1%
20. Increased workload has contributed to a decline in my morale.	8	16	6	4	1	35	70.6%	29.4%
21. I am paid fairly.	1	13	10	11		35	40.0%	60.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	9	13	10	1	34	30.3%	69.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		13	13	6	2	34	40.6%	59.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	21	11	2		1	35	94.1%	5.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		26	6	2	1	35	76.5%	23.5%
26. In my position, I receive appropriate and adequate support and training.	1	23	9	2		35	68.6%	31.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	5	15	11		35	25.7%	74.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	4	15	14		35	17.1%	82.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		6	19	9	1	35	17.6%	82.4%