

**CENTRAL OFFICE**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	26	13	7		48	58.3%	41.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	24	14	7		48	56.3%	43.8%
3. I personally feel successful in my work.	14	26	5	3		48	83.3%	16.7%
4. I feel involved in decision-making at my school/worksite.	3	31	7	6	1	48	72.3%	27.7%
5. I want to be involved in decision-making at my school/worksite.	15	27	5	1		48	87.5%	12.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	22	12	6		48	62.5%	37.5%
7. In my school/worksite, I am treated as a professional.	14	22	6	5	1	48	76.6%	23.4%
8. There is good teamwork among staff in my school/worksite.	11	25	8	4		48	75.0%	25.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	12	6	3	22	47	64.0%	36.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	32	7	3		48	79.2%	20.8%
11. My work performance is evaluated fairly.	16	22	4	2	3	47	86.4%	13.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	27	8	3	2	48	76.1%	23.9%
13. I am provided adequate work and storage space to prepare for and do my job.	10	33	3	2		48	89.6%	10.4%
14. My administrators/supervisors respect the negotiated contracts.	14	26	7	1		48	83.3%	16.7%
15. My planning time is respected by my school administrations/supervisors.	4	8			36	48	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	1		1	45	48	66.7%	33.3%
17. In my school, student misbehavior interferes with learning.	1				47	48	100.0%	0.0%
18. Too much instructional time is spent administering assessments.	4	2		1	40	47	85.7%	14.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	26	4	3	9	47	81.6%	18.4%
20. Increased workload has contributed to a decline in my morale.	5	15	16	5	6	47	48.8%	51.2%
21. I am paid fairly.	4	22	17	5		48	54.2%	45.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	25	7	2	2	45	79.1%	20.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	20	14	6	2	47	55.6%	44.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	7	26	8	3	2	46	75.0%	25.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	22	15	6	3	48	53.3%	46.7%
26. In my position, I receive appropriate and adequate support and training.	6	27	8	7		48	68.8%	31.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	16	26		48	12.5%	87.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6	1	16	22	3	48	15.6%	84.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	3	11	9	23	48	20.0%	80.0%