

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	42	25	9		84	59.5%	40.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	44	21	8	1	83	64.6%	35.4%
3. I personally feel successful in my work.	28	45	8	3		84	86.9%	13.1%
4. I feel involved in decision-making at my school/worksite.	9	38	22	12	3	84	58.0%	42.0%
5. I want to be involved in decision-making at my school/worksite.	19	48	12	2	3	84	82.7%	17.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	46	12	5	1	84	79.5%	20.5%
7. In my school/worksite, I am treated as a professional.	22	47	8	7		84	82.1%	17.9%
8. There is good teamwork among staff in my school/worksite.	20	45	10	9		84	77.4%	22.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	47	9	9	3	84	77.8%	22.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	53	14	3		84	79.8%	20.2%
11. My work performance is evaluated fairly.	18	50	12	3	1	84	81.9%	18.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	36	20	15	2	84	57.3%	42.7%
13. I am provided adequate work and storage space to prepare for and do my job.	19	47	12	6		84	78.6%	21.4%
14. My administrators/supervisors respect the negotiated contracts.	26	51	3	3	1	84	92.8%	7.2%
15. My planning time is respected by my school administrations/supervisors.	18	41	10	2	13	84	83.1%	16.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	25	29	14	12	84	40.3%	59.7%
17. In my school, student misbehavior interferes with learning.	15	33	24	2	10	84	64.9%	35.1%
18. Too much instructional time is spent administering assessments.	30	31	13	1	9	84	81.3%	18.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	19	30	22	8	84	31.6%	68.4%
20. Increased workload has contributed to a decline in my morale.	14	39	23	4	4	84	66.3%	33.8%
21. I am paid fairly.	4	36	33	11		84	47.6%	52.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	62	13	1		84	83.3%	16.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	54	16	7	2	83	71.6%	28.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	15	61	3	2	2	83	93.8%	6.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	13	47	14	5	5	84	75.9%	24.1%
26. In my position, I receive appropriate and adequate support and training.	11	55	15	2		83	79.5%	20.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	4	28	43	6	84	9.0%	91.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	5	25	44	7	84	10.4%	89.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	8	18	23	27	8	84	34.2%	65.8%