

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	8	12	29		50	18.0%	82.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	7	15	24		49	20.4%	79.6%
3. I personally feel successful in my work.	12	30	5	3		50	84.0%	16.0%
4. I feel involved in decision-making at my school/worksite.	2	10	18	17	3	50	25.5%	74.5%
5. I want to be involved in decision-making at my school/worksite.	16	26	4	1	3	50	89.4%	10.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	17	8	20	1	49	41.7%	58.3%
7. In my school/worksite, I am treated as a professional.	8	20	13	9		50	56.0%	44.0%
8. There is good teamwork among staff in my school/worksite.	2	19	19	10		50	42.0%	58.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	26	14	3	2	49	63.8%	36.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	26	18	3	3		50	88.0%	12.0%
11. My work performance is evaluated fairly.	7	28	10	5		50	70.0%	30.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	19	14	13	2	50	43.8%	56.3%
13. I am provided adequate work and storage space to prepare for and do my job.	11	36	2	1		50	94.0%	6.0%
14. My administrators/supervisors respect the negotiated contracts.	8	31	5	5	1	50	79.6%	20.4%
15. My planning time is respected by my school administrations/supervisors.	5	18	12	4	11	50	59.0%	41.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	23	8	3	9	49	72.5%	27.5%
17. In my school, student misbehavior interferes with learning.	2	8	25	10	5	50	22.2%	77.8%
18. Too much instructional time is spent administering assessments.	15	20	8		7	50	81.4%	18.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	16	15	4	49	31.1%	68.9%
20. Increased workload has contributed to a decline in my morale.	18	17	10	3	2	50	72.9%	27.1%
21. I am paid fairly.	1	24	17	8		50	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	14	29	5		1	49	89.6%	10.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	32	11	1	2	49	74.5%	25.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	18	25	3		4	50	93.5%	6.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	32	10	3	2	50	72.9%	27.1%
26. In my position, I receive appropriate and adequate support and training.	5	28	16	1		50	66.0%	34.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	12	16	17	1	49	31.3%	68.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	7	22	18	1	50	18.4%	81.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	6	25	14	1	50	20.4%	79.6%