

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	29	4			43	90.7%	9.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	27	6			43	86.0%	14.0%
3. I personally feel successful in my work.	15	26	1			42	97.6%	2.4%
4. I feel involved in decision-making at my school/worksite.	7	28	7		1	43	83.3%	16.7%
5. I want to be involved in decision-making at my school/worksite.	10	30	1		1	42	97.6%	2.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	29	5			42	88.1%	11.9%
7. In my school/worksite, I am treated as a professional.	17	25	1			43	97.7%	2.3%
8. There is good teamwork among staff in my school/worksite.	19	19	5			43	88.4%	11.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	21	8	1	4	43	76.9%	23.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	22	5			43	88.4%	11.6%
11. My work performance is evaluated fairly.	19	22	2			43	95.3%	4.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	22	8		1	42	80.5%	19.5%
13. I am provided adequate work and storage space to prepare for and do my job.	16	21	6			43	86.0%	14.0%
14. My administrators/supervisors respect the negotiated contracts.	24	18			1	43	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	15	22			6	43	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	15	9	1	1	43	76.2%	23.8%
17. In my school, student misbehavior interferes with learning.	6	27	7	1	2	43	80.5%	19.5%
18. Too much instructional time is spent administering assessments.	5	14	17		7	43	52.8%	47.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	25	9	4	2	43	68.3%	31.7%
20. Increased workload has contributed to a decline in my morale.	4	18	16	2	3	43	55.0%	45.0%
21. I am paid fairly.	3	26	9	5		43	67.4%	32.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	26	16			1	43	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	10	30			3	43	100.0%	0.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	16	26			1	43	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	27	1		2	42	97.5%	2.5%
26. In my position, I receive appropriate and adequate support and training.	9	29	5			43	88.4%	11.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	11	26	5	43	2.6%	97.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			10	26	6	42	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		15	10	15	3	43	37.5%	62.5%