

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	21	49	4	1		75	93.3%	6.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	16	49	8	2		75	86.7%	13.3%
3. I personally feel successful in my work.	17	49	7	2		75	88.0%	12.0%
4. I feel involved in decision-making at my school/worksite.	9	40	21	2	3	75	68.1%	31.9%
5. I want to be involved in decision-making at my school/worksite.	17	43	9	3	2	74	83.3%	16.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	38	14	3	2	75	76.7%	23.3%
7. In my school/worksite, I am treated as a professional.	28	39	3	2	1	73	93.1%	6.9%
8. There is good teamwork among staff in my school/worksite.	23	37	9	6		75	80.0%	20.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	41	13	2	4	75	78.9%	21.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	47	11	4	1	75	79.7%	20.3%
11. My work performance is evaluated fairly.	17	50	5	3		75	89.3%	10.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	30	19	13	6	74	52.9%	47.1%
13. I am provided adequate work and storage space to prepare for and do my job.	21	42	8	2	1	74	86.3%	13.7%
14. My administrators/supervisors respect the negotiated contracts.	28	41	4	2		75	92.0%	8.0%
15. My planning time is respected by my school administrations/supervisors.	14	44	9		8	75	86.6%	13.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	38	10	3	7	73	80.3%	19.7%
17. In my school, student misbehavior interferes with learning.	8	30	26	6	3	73	54.3%	45.7%
18. Too much instructional time is spent administering assessments.	22	29	12	2	9	74	78.5%	21.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	16	26	28	4	75	23.9%	76.1%
20. Increased workload has contributed to a decline in my morale.	20	25	25	4		74	60.8%	39.2%
21. I am paid fairly.		24	37	14		75	32.0%	68.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	49	8	1	4	75	87.3%	12.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	51	11	3	3	73	80.0%	20.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	12	56	1	1	2	72	97.1%	2.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	47	16	7		74	68.9%	31.1%
26. In my position, I receive appropriate and adequate support and training.	5	46	19	5		75	68.0%	32.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	10	24	31	3	73	21.4%	78.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	5	29	34	6	75	8.7%	91.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	8	18	26	19	2	73	36.6%	63.4%