

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	22	10	2		36	66.7%	33.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	19	10	3	2	36	61.8%	38.2%
3. I personally feel successful in my work.	9	21	6			36	83.3%	16.7%
4. I feel involved in decision-making at my school/worksite.	3	12	13	6	2	36	44.1%	55.9%
5. I want to be involved in decision-making at my school/worksite.	8	17	8		2	35	75.8%	24.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	19	7	4	1	35	67.6%	32.4%
7. In my school/worksite, I am treated as a professional.	8	25	2	1		36	91.7%	8.3%
8. There is good teamwork among staff in my school/worksite.	7	22	5	2		36	80.6%	19.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	25	4	3	1	36	80.0%	20.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	21	5	3		36	77.8%	22.2%
11. My work performance is evaluated fairly.	4	26	5			35	85.7%	14.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	13	9	7	1	35	52.9%	47.1%
13. I am provided adequate work and storage space to prepare for and do my job.	6	22	6	1		35	80.0%	20.0%
14. My administrators/supervisors respect the negotiated contracts.	11	21	2		2	36	94.1%	5.9%
15. My planning time is respected by my school administrations/supervisors.	9	23	1		3	36	97.0%	3.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	19	10	2	1	36	65.7%	34.3%
17. In my school, student misbehavior interferes with learning.	16	13	3	3	1	36	82.9%	17.1%
18. Too much instructional time is spent administering assessments.	14	16	5			35	85.7%	14.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	16	11	6	1	36	51.4%	48.6%
20. Increased workload has contributed to a decline in my morale.	4	15	9	3	4	35	61.3%	38.7%
21. I am paid fairly.	2	19	12	3		36	58.3%	41.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	16	19	1			36	97.2%	2.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	30	1			35	97.1%	2.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	10	23	1		1	35	97.1%	2.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	21	6	1	1	35	79.4%	20.6%
26. In my position, I receive appropriate and adequate support and training.	9	17	7	1		34	76.5%	23.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	17	14	1	36	11.4%	88.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2		16	17	1	36	5.7%	94.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	4	17	12	1	36	17.1%	82.9%