

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	11	34	2	1	1	49	93.8%	6.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	31	8	1	1	49	81.3%	18.8%
3. I personally feel successful in my work.	19	23	7			49	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	8	22	17	1	1	49	62.5%	37.5%
5. I want to be involved in decision-making at my school/worksite.	15	28	5	1		49	87.8%	12.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	23	9	1	1	49	79.2%	20.8%
7. In my school/worksite, I am treated as a professional.	17	28	4			49	91.8%	8.2%
8. There is good teamwork among staff in my school/worksite.	16	27	6			49	87.8%	12.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	23	9	3	4	49	73.3%	26.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	31	6	2		49	83.7%	16.3%
11. My work performance is evaluated fairly.	18	23	5	2		48	85.4%	14.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	18	18	4	1	49	54.2%	45.8%
13. I am provided adequate work and storage space to prepare for and do my job.	16	27	5	1		49	87.8%	12.2%
14. My administrators/supervisors respect the negotiated contracts.	23	26				49	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	18	20	5		6	49	88.4%	11.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	24	5	2	4	49	84.4%	15.6%
17. In my school, student misbehavior interferes with learning.	5	15	11	10	8	49	48.8%	51.2%
18. Too much instructional time is spent administering assessments.	12	18	5	2	12	49	81.1%	18.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	20	17	8	1	49	47.9%	52.1%
20. Increased workload has contributed to a decline in my morale.	10	19	11	8	1	49	60.4%	39.6%
21. I am paid fairly.	2	25	11	11		49	55.1%	44.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		3	16	30		49	6.1%	93.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	33	8	3	1	48	76.6%	23.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	27	20	2			49	95.9%	4.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	37	7		1	49	85.4%	14.6%
26. In my position, I receive appropriate and adequate support and training.	9	31	6	1		47	85.1%	14.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	15	28	2	49	8.5%	91.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	16	29	2	49	4.3%	95.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	19	22	2	49	12.8%	87.2%