

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	2	17	11	16		46	41.3%	58.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	24	12	8		46	56.5%	43.5%
3. I personally feel successful in my work.	7	24	10	5		46	67.4%	32.6%
4. I feel involved in decision-making at my school/worksite.	5	19	18	3	1	46	53.3%	46.7%
5. I want to be involved in decision-making at my school/worksite.	12	30	2		2	46	95.5%	4.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	12	14	10	1	45	45.5%	54.5%
7. In my school/worksite, I am treated as a professional.	10	23	6	7		46	71.7%	28.3%
8. There is good teamwork among staff in my school/worksite.	15	27	4			46	91.3%	8.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	23	5	3	4	45	80.5%	19.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	24	9	3	1	46	73.3%	26.7%
11. My work performance is evaluated fairly.	10	19	10	6		45	64.4%	35.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	6	20	15		46	23.9%	76.1%
13. I am provided adequate work and storage space to prepare for and do my job.	9	19	14	3		45	62.2%	37.8%
14. My administrators/supervisors respect the negotiated contracts.	13	28	3	1	1	46	91.1%	8.9%
15. My planning time is respected by my school administrations/supervisors.	7	23	5	5	6	46	75.0%	25.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	24	2	3	3	46	88.4%	11.6%
17. In my school, student misbehavior interferes with learning.	3	15	15	10	3	46	41.9%	58.1%
18. Too much instructional time is spent administering assessments.	17	19	7	1	2	46	81.8%	18.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	20	14	8	2	46	50.0%	50.0%
20. Increased workload has contributed to a decline in my morale.	26	15	5			46	89.1%	10.9%
21. I am paid fairly.	1	14	19	12		46	32.6%	67.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		2	7	37		46	4.3%	95.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	23	7	5	3	46	72.1%	27.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	17	21	3	2		43	88.4%	11.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	28	9	3	2	46	72.7%	27.3%
26. In my position, I receive appropriate and adequate support and training.	5	26	11	2	1	45	70.5%	29.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	16	24	1	45	9.1%	90.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	3	19	21	1	46	11.1%	88.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	13	15	16	1	46	31.1%	68.9%