

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	27	8	2		40	75.0%	25.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	28	11			40	72.5%	27.5%
3. I personally feel successful in my work.	10	26	3	1		40	90.0%	10.0%
4. I feel involved in decision-making at my school/worksite.	4	21	12	3		40	62.5%	37.5%
5. I want to be involved in decision-making at my school/worksite.	9	28	2		1	40	94.9%	5.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	22	11	1		40	70.0%	30.0%
7. In my school/worksite, I am treated as a professional.	10	28	2			40	95.0%	5.0%
8. There is good teamwork among staff in my school/worksite.	4	27	8	1		40	77.5%	22.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	22	6	1	4	39	80.0%	20.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	23	7	2		40	77.5%	22.5%
11. My work performance is evaluated fairly.	8	25	6	1		40	82.5%	17.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	19	11	6	1	40	56.4%	43.6%
13. I am provided adequate work and storage space to prepare for and do my job.	4	25	7	4		40	72.5%	27.5%
14. My administrators/supervisors respect the negotiated contracts.	14	25	1			40	97.5%	2.5%
15. My planning time is respected by my school administrations/supervisors.	9	19	4		6	38	87.5%	12.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	27	2		3	39	94.4%	5.6%
17. In my school, student misbehavior interferes with learning.	11	19	9		1	40	76.9%	23.1%
18. Too much instructional time is spent administering assessments.	13	13	5	2	5	38	78.8%	21.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	25	7	3		40	75.0%	25.0%
20. Increased workload has contributed to a decline in my morale.	8	19	10	2	1	40	69.2%	30.8%
21. I am paid fairly.	1	18	16	5		40	47.5%	52.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	21	9	6	2	39	59.5%	40.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	22	11	5	1	40	59.0%	41.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	25		1		39	97.4%	2.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	27	7	1	1	39	78.9%	21.1%
26. In my position, I receive appropriate and adequate support and training.	7	20	8	3		38	71.1%	28.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	5	16	17	1	40	15.4%	84.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	15	23	1	40	2.6%	97.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	10	13	15	1	40	28.2%	71.8%