

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	33	17	6		58	60.3%	39.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	35	15	4		58	67.2%	32.8%
3. I personally feel successful in my work.	12	37	8	1		58	84.5%	15.5%
4. I feel involved in decision-making at my school/worksite.	3	23	22	6	4	58	48.1%	51.9%
5. I want to be involved in decision-making at my school/worksite.	15	32	6	1	3	57	87.0%	13.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	31	11	3	3	56	73.6%	26.4%
7. In my school/worksite, I am treated as a professional.	16	33	3	4	1	57	87.5%	12.5%
8. There is good teamwork among staff in my school/worksite.	15	33	7	3		58	82.8%	17.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	33	5	1	7	57	88.0%	12.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	29	14	3		58	70.7%	29.3%
11. My work performance is evaluated fairly.	10	38	4	4	1	57	85.7%	14.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	19	24	12	1	58	36.8%	63.2%
13. I am provided adequate work and storage space to prepare for and do my job.	5	28	18	5	2	58	58.9%	41.1%
14. My administrators/supervisors respect the negotiated contracts.	14	38	6			58	89.7%	10.3%
15. My planning time is respected by my school administrations/supervisors.	5	36	7	2	8	58	82.0%	18.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	36	4	3	5	57	86.5%	13.5%
17. In my school, student misbehavior interferes with learning.	10	26	14	6	2	58	64.3%	35.7%
18. Too much instructional time is spent administering assessments.	29	21	3	2	3	58	90.9%	9.1%
19. HCPSS professional development experiences are meaningful and worthwhile.		35	19	3	1	58	61.4%	38.6%
20. Increased workload has contributed to a decline in my morale.	23	18	12	4	1	58	71.9%	28.1%
21. I am paid fairly.	2	26	20	10		58	48.3%	51.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		15	17	24	1	57	26.8%	73.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		21	17	17	2	57	38.2%	61.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	35	5	2	1	57	87.5%	12.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	33	11	5	4	57	69.8%	30.2%
26. In my position, I receive appropriate and adequate support and training.	7	38	10	2		57	78.9%	21.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	5	20	28		56	14.3%	85.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	7	19	27	2	58	17.9%	82.1%
29. In the last 12 months, I have experienced harassing behavior from parents.		8	20	30		58	13.8%	86.2%