

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	34	14	3		55	69.1%	30.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	36	9	3	1	55	75.9%	22.2%
3. I personally feel successful in my work.	11	29	11	4		55	72.7%	27.3%
4. I feel involved in decision-making at my school/worksite.	5	26	17	6	1	55	57.4%	42.6%
5. I want to be involved in decision-making at my school/worksite.	13	35	3	1	3	55	92.3%	7.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	34	7	2	1	55	83.3%	16.7%
7. In my school/worksite, I am treated as a professional.	17	30	6	2		55	85.5%	14.5%
8. There is good teamwork among staff in my school/worksite.	15	31	5	4		55	83.6%	16.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	28	9	6	4	55	68.6%	29.4%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	5	30	15	5		55	63.6%	36.4%
11. My work performance is evaluated fairly.	8	30	9	6		55	69.1%	27.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	11	14	25	1	55	27.8%	72.2%
13. I am provided adequate work and storage space to prepare for and do my job.	10	27	11	6	1	55	68.5%	31.5%
14. My administrators/supervisors respect the negotiated contracts.	10	39	4	2		55	89.1%	10.9%
15. My planning time is respected by my school administrations/supervisors.	6	21	16	5	6	55	55.1%	42.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	25	11	9	5	55	60.0%	40.0%
17. In my school, student misbehavior interferes with learning.	22	24	4	3	2	55	86.8%	13.2%
18. Too much instructional time is spent administering assessments.	18	22	10	1	4	55	78.4%	21.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	12	29	11	1	55	25.9%	74.1%
20. Increased workload has contributed to a decline in my morale.	25	19	5	5	1	55	81.5%	18.5%
21. I am paid fairly		13	17	25		55	23.6%	76.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		20	21	10	3	55	38.5%	59.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		8	25	19		55	14.5%	80.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	20	29	4	1		55	89.1%	9.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	21	22	10		55	41.8%	58.2%
26. In my position, I receive appropriate and adequate support and training.	7	22	20	6		55	52.7%	47.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	4	23	22	2	55	15.1%	84.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	3	24	23	2	55	11.3%	88.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	12	21	14	1	55	35.2%	64.8%