

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	31	15	8		56	58.9%	41.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	30	18	4		57	61.4%	38.6%
3. I personally feel successful in my work.	18	28	8	3		57	80.7%	19.3%
4. I feel involved in decision-making at my school/worksite.	5	22	16	11	3	57	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	15	35	2	1	3	56	94.3%	5.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	21	19	8		56	51.8%	48.2%
7. In my school/worksite, I am treated as a professional.	17	36	1	3		57	93.0%	7.0%
8. There is good teamwork among staff in my school/worksite.	12	30	9	6		57	73.7%	26.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	31	9	5	5	55	72.0%	28.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	33	7	4		57	80.7%	19.3%
11. My work performance is evaluated fairly.	11	32	10	3		56	76.8%	23.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	22	18	12	2	57	45.5%	54.5%
13. I am provided adequate work and storage space to prepare for and do my job.	6	35	12	3		56	73.2%	26.8%
14. My administrators/supervisors respect the negotiated contracts.	13	33	6	4	1	57	82.1%	17.9%
15. My planning time is respected by my school administrations/supervisors.	8	29	7	6	6	56	74.0%	26.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	32	7	1	2	55	84.9%	15.1%
17. In my school, student misbehavior interferes with learning.	2	15	24	12	3	56	32.1%	67.9%
18. Too much instructional time is spent administering assessments.	25	18	8	1	5	57	82.7%	17.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	30	14	9	1	56	58.2%	41.8%
20. Increased workload has contributed to a decline in my morale.	19	17	14	4	1	55	66.7%	33.3%
21. I am paid fairly.	1	26	21	8		56	48.2%	51.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	24	19	9		55	49.1%	50.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	26	22	7		56	48.2%	51.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	9	41	5	1		56	89.3%	10.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	36	10	3	3	57	75.9%	24.1%
26. In my position, I receive appropriate and adequate support and training.	5	42	7	3		57	82.5%	17.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	4	19	27	2	57	16.4%	83.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	4	18	29	3	57	13.0%	87.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	9	26	18	1	57	21.4%	78.6%