

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		13	15	5		33	39.4%	60.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	17	13	2		33	54.5%	45.5%
3. I personally feel successful in my work.	9	22	2			33	93.9%	6.1%
4. I feel involved in decision-making at my school/worksite.		14	16	3		33	42.4%	57.6%
5. I want to be involved in decision-making at my school/worksite.	7	24	1	1		33	93.9%	6.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	14	14	4		33	45.5%	54.5%
7. In my school/worksite, I am treated as a professional.	7	21	2	2		32	87.5%	12.5%
8. There is good teamwork among staff in my school/worksite.	3	18	12			33	63.6%	36.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	17	9	4	2	33	58.1%	41.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	2	20	10		1	33	68.8%	31.3%
11. My work performance is evaluated fairly.	5	22	5	1		33	81.8%	18.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		12	14	5	2	33	38.7%	61.3%
13. I am provided adequate work and storage space to prepare for and do my job.	1	17	11	3		32	56.3%	43.8%
14. My administrators/supervisors respect the negotiated contracts.	5	22	6			33	81.8%	18.2%
15. My planning time is respected by my school administrations/supervisors.	1	24	6		2	33	80.6%	19.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	25	7			33	78.8%	21.2%
17. In my school, student misbehavior interferes with learning.	1	14	12	6		33	45.5%	54.5%
18. Too much instructional time is spent administering assessments.	16	11	2		4	33	93.1%	6.9%
19. HCPSS professional development experiences are meaningful and worthwhile.		9	15	9		33	27.3%	72.7%
20. Increased workload has contributed to a decline in my morale.	14	13	5		1	33	84.4%	15.6%
21. I am paid fairly.		18	11	3		32	56.3%	43.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		2	10	21		33	6.1%	93.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	19	8	3		33	66.7%	33.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	27				33	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	26	4		1	32	87.1%	12.9%
26. In my position, I receive appropriate and adequate support and training.	6	18	9			33	72.7%	27.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	2	13	15		32	12.5%	87.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	13	18		33	6.1%	93.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		8	14	11		33	24.2%	75.8%