

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	22	16	6		48	54.2%	45.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	23	13	9		48	54.2%	45.8%
3. I personally feel successful in my work.	14	24	6	4		48	79.2%	20.8%
4. I feel involved in decision-making at my school/worksite.	5	15	17	11		48	41.7%	58.3%
5. I want to be involved in decision-making at my school/worksite.	17	27	3		1	48	93.6%	6.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	17	12	9		48	56.3%	43.8%
7. In my school/worksite, I am treated as a professional.	11	24	10	3		48	72.9%	27.1%
8. There is good teamwork among staff in my school/worksite.	6	21	15	3	1	48	57.4%	38.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	22	9	9	3	48	60.0%	40.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	6	35	4	3		48	85.4%	14.6%
11. My work performance is evaluated fairly.	5	26	12	4		48	64.6%	33.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	13	14	18		48	33.3%	66.7%
13. I am provided adequate work and storage space to prepare for and do my job.	7	25	7	9		48	66.7%	33.3%
14. My administrators/supervisors respect the negotiated contracts.	8	29	9	2		48	77.1%	22.9%
15. My planning time is respected by my school administrations/supervisors.	5	25	8	4	5	48	69.8%	27.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	21	9	5	3	48	68.9%	31.1%
17. In my school, student misbehavior interferes with learning.	9	23	9	4		48	66.7%	27.1%
18. Too much instructional time is spent administering assessments.	23	14	9	1	1	48	78.7%	21.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	7	18	19	2	48	17.4%	80.4%
20. Increased workload has contributed to a decline in my morale.	23	13	7	3	2	48	78.3%	21.7%
21. I am paid fairly	3	10	16	18		48	27.1%	70.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		16	15	13	2	48	34.8%	60.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		8	16	21	2	48	17.4%	80.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	17	24	3	1	1	48	87.2%	8.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	25	12	4	3	48	62.2%	35.6%
26. In my position, I receive appropriate and adequate support and training.	6	24	11	5		48	62.5%	33.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	9	17	15	4	48	25.0%	72.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	7	17	17	4	48	20.5%	77.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	8	19	10	3	48	31.1%	64.4%