

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	19	3	1		28	85.7%	14.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	20	5			28	82.1%	17.9%
3. I personally feel successful in my work.	10	16	1			27	96.3%	3.7%
4. I feel involved in decision-making at my school/worksite.	2	15	7	4		28	60.7%	39.3%
5. I want to be involved in decision-making at my school/worksite.	6	17	4		1	28	85.2%	14.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	18	6	1		28	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	5	19	4			28	85.7%	14.3%
8. There is good teamwork among staff in my school/worksite.	6	14	5	2		27	74.1%	25.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	13	2	1	9	27	83.3%	16.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	15	6	1		27	74.1%	25.9%
11. My work performance is evaluated fairly.	4	21	3			28	89.3%	10.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	15		2	2	28	92.3%	7.7%
13. I am provided adequate work and storage space to prepare for and do my job.	9	18	1			28	96.4%	3.6%
14. My administrators/supervisors respect the negotiated contracts.	10	16	1			27	96.3%	3.7%
15. My planning time is respected by my school administrations/supervisors.	7	11	2		7	27	90.0%	10.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	11	1		10	26	93.8%	6.3%
17. In my school, student misbehavior interferes with learning.		3	8	7	9	27	16.7%	83.3%
18. Too much instructional time is spent administering assessments.	2	5	9	1	10	27	41.2%	58.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	13	9	2	2	28	57.7%	42.3%
20. Increased workload has contributed to a decline in my morale.	1	11	8	4	3	27	50.0%	50.0%
21. I am paid fairly.	2	14	9	2	1	28	59.3%	40.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	16	7		3	28	72.0%	28.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14	9	1	3	28	60.0%	40.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	3	16	5	1	3	28	76.0%	24.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	15	8		2	28	69.2%	30.8%
26. In my position, I receive appropriate and adequate support and training.	3	17	5		1	26	80.0%	20.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	7	13	2	27	20.0%	80.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	9	14	3	28	8.0%	92.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	1	9	9	6	27	14.3%	85.7%