

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	7	5	1	2		15	80.0%	20.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	5	2	1		15	80.0%	20.0%
3. I personally feel successful in my work.	7	6	2			15	86.7%	13.3%
4. I feel involved in decision-making at my school/worksite.	3	6	5	1		15	60.0%	40.0%
5. I want to be involved in decision-making at my school/worksite.	7	8				15	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	8	2	2		15	73.3%	26.7%
7. In my school/worksite, I am treated as a professional.	8	6	1			15	93.3%	6.7%
8. There is good teamwork among staff in my school/worksite.	6	7	2			15	86.7%	13.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	9	1		2	15	92.3%	7.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	7	4			15	73.3%	26.7%
11. My work performance is evaluated fairly.	8	6	1			15	93.3%	6.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	9	1	1		15	86.7%	13.3%
13. I am provided adequate work and storage space to prepare for and do my job.	7	7		1		15	93.3%	6.7%
14. My administrators/supervisors respect the negotiated contracts.	8	6		1		15	93.3%	6.7%
15. My planning time is respected by my school administrations/supervisors.	8	4			3	15	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	2			5	14	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.	1	5	2	4	3	15	50.0%	50.0%
18. Too much instructional time is spent administering assessments.	2	3	3	2	5	15	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	4	7	2		15	40.0%	60.0%
20. Increased workload has contributed to a decline in my morale.	2	3	4	6		15	33.3%	66.7%
21. I am paid fairly.	1	8	5	1		15	60.0%	40.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	5	3	3	2	15	53.8%	46.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	3	4	4	3	15	33.3%	66.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	6	4			15	73.3%	26.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	8	4		1	15	71.4%	28.6%
26. In my position, I receive appropriate and adequate support and training.	4	8	2	1		15	80.0%	20.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			2	9	3	14	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			5	8	2	15	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	2	2	7	3	15	25.0%	75.0%