

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	15	18	1			34	97.1%	2.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	20	2			34	94.1%	5.9%
3. I personally feel successful in my work.	9	24	1			34	97.1%	2.9%
4. I feel involved in decision-making at my school/worksite.	6	19	8	1		34	73.5%	26.5%
5. I want to be involved in decision-making at my school/worksite.	8	22	3			33	90.9%	9.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	21	2	1		34	91.2%	8.8%
7. In my school/worksite, I am treated as a professional.	16	15	1			32	96.9%	3.1%
8. There is good teamwork among staff in my school/worksite.	20	14				34	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	18	3	3		34	82.4%	17.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	19	11	2	2		34	88.2%	11.8%
11. My work performance is evaluated fairly.	10	22		2		34	94.1%	5.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	17	7	5	1	34	63.6%	36.4%
13. I am provided adequate work and storage space to prepare for and do my job.	11	19	3	1		34	88.2%	11.8%
14. My administrators/supervisors respect the negotiated contracts.	18	15				33	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	10	20			3	33	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	17	2		1	34	93.9%	6.1%
17. In my school, student misbehavior interferes with learning.	1	9	17	4	2	33	32.3%	67.7%
18. Too much instructional time is spent administering assessments.	13	7	7		6	33	74.1%	25.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	18	9	4		34	61.8%	38.2%
20. Increased workload has contributed to a decline in my morale.	4	13	16			33	51.5%	48.5%
21. I am paid fairly.		15	11	8		34	44.1%	55.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	18	9	5		33	57.6%	42.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		14	16	4		34	41.2%	58.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	22	2		1	33	93.8%	6.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	23	6	1		34	79.4%	20.6%
26. In my position, I receive appropriate and adequate support and training.	7	22	4	1		34	85.3%	14.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			9	25		34	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			9	24	1	34	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		3	11	20		34	8.8%	91.2%