

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		6	2			8	75.0%	25.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	5	1			8	87.5%	12.5%
3. I personally feel successful in my work.	2	6				8	100.0%	0.0%
4. I feel involved in decision-making at my school/worksite.	2	6				8	100.0%	0.0%
5. I want to be involved in decision-making at my school/worksite.	3	5				8	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	5				8	100.0%	0.0%
7. In my school/worksite, I am treated as a professional.	3	4				8	87.5%	0.0%
8. There is good teamwork among staff in my school/worksite.	4	4				8	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	2			5	8	100.0%	0.0%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	4	4				8	100.0%	0.0%
11. My work performance is evaluated fairly.	5	3				8	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	2	2			8	75.0%	25.0%
13. I am provided adequate work and storage space to prepare for and do my job.	6	2				8	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	6		1		1	8	85.7%	14.3%
15. My planning time is respected by my school administrations/supervisors.	1		1		6	8	50.0%	50.0%
16. In my school, administrators/supervisors support me in enforcing discipline.		1			7	8	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.			1		7	8	0.0%	100.0%
18. Too much instructional time is spent administering assessments.	1	3	1		3	8	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		6	1		1	8	85.7%	14.3%
20. Increased workload has contributed to a decline in my morale.		3	2	3		8	37.5%	62.5%
21. I am paid fairly		4	3	1		8	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		3	4	1		8	37.5%	62.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		3	4	1		8	37.5%	62.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	3	3	2			8	75.0%	25.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	5	1	1		8	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.		8				8	100.0%	0.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			1	7		8	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			1	7		8	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		1	3	2	2	8	16.7%	83.3%