

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	1	7	4	1		13	61.5%	38.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	5	4			13	69.2%	30.8%
3. I personally feel successful in my work.	5	8				13	100.0%	0.0%
4. I feel involved in decision-making at my school/worksite.	5	7	1			13	92.3%	7.7%
5. I want to be involved in decision-making at my school/worksite.	7	5			1	13	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	8	1			13	92.3%	7.7%
7. In my school/worksite, I am treated as a professional.	8	4				12	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	5	7		1		13	92.3%	7.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	5			6	13	100.0%	0.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	8		1		13	92.3%	7.7%
11. My work performance is evaluated fairly.	7	3	3			13	76.9%	23.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4		5	3	1	13	33.3%	66.7%
13. I am provided adequate work and storage space to prepare for and do my job.	10	3				13	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	6	6			1	13	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	3	2			8	13	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	2			10	13	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.	1	3	1		8	13	80.0%	20.0%
18. Too much instructional time is spent administering assessments.	6	2			5	13	100.0%	0.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	4	3		3	13	70.0%	30.0%
20. Increased workload has contributed to a decline in my morale.	7		4	2		13	53.8%	46.2%
21. I am paid fairly.	1	5	6	1		13	46.2%	53.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	1	6	4	1	13	16.7%	83.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		5	5	2	1	13	41.7%	58.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	6			1	13	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	4	5	1		12	50.0%	50.0%
26. In my position, I receive appropriate and adequate support and training.	3	6	4			13	69.2%	30.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			2	11		13	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			2	11		13	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	3	3	3	3	13	40.0%	60.0%