

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	3	25	7	1		36	77.8%	22.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	23	6	2		36	77.8%	22.2%
3. I personally feel successful in my work.	9	24	3			36	91.7%	8.3%
4. I feel involved in decision-making at my school/worksite.	7	13	13	3		36	55.6%	44.4%
5. I want to be involved in decision-making at my school/worksite.	13	21	2			36	94.4%	5.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	21	4	2		36	83.3%	16.7%
7. In my school/worksite, I am treated as a professional.	10	20	3	2		35	85.7%	14.3%
8. There is good teamwork among staff in my school/worksite.	11	17	6	2		36	77.8%	22.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	18	3	4		36	80.6%	19.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	21	3	2		36	86.1%	13.9%
11. My work performance is evaluated fairly.	10	18	3	3		34	82.4%	17.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	17	11	6		36	52.8%	47.2%
13. I am provided adequate work and storage space to prepare for and do my job.	11	16	5	4		36	75.0%	25.0%
14. My administrators/supervisors respect the negotiated contracts.	15	19	1	1		36	94.4%	5.6%
15. My planning time is respected by my school administrations/supervisors.	10	16	4	3	3	36	78.8%	21.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	21	2	3	4	36	84.4%	15.6%
17. In my school, student misbehavior interferes with learning.	15	12	7	1	1	36	77.1%	22.9%
18. Too much instructional time is spent administering assessments.	13	9	9		4	35	71.0%	29.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	17	11	6		36	52.8%	47.2%
20. Increased workload has contributed to a decline in my morale.	10	14	12			36	66.7%	33.3%
21. I am paid fairly.	2	11	14	9		36	36.1%	63.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		4	12	19	1	36	11.4%	88.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	14	15	4	1	36	45.7%	54.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	18	3	1	1	36	88.6%	11.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	25	7	2		36	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.	8	24	3	1		36	88.9%	11.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	15	16	1	36	11.4%	88.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	9	21	3	36	9.1%	90.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	2	13	18	1	36	11.4%	88.6%