

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	3	16	8	7		34	55.9%	44.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	26	3	1		34	88.2%	11.8%
3. I personally feel successful in my work.	3	22	5	4		34	73.5%	26.5%
4. I feel involved in decision-making at my school/worksite.	2	22	7	3		34	70.6%	29.4%
5. I want to be involved in decision-making at my school/worksite.	5	24	3	1	1	34	87.9%	12.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	23	6	3		34	73.5%	26.5%
7. In my school/worksite, I am treated as a professional.	9	17	6	2		34	76.5%	23.5%
8. There is good teamwork among staff in my school/worksite.	8	20	5	1		34	82.4%	17.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	15	9	5		34	52.9%	41.2%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	10	18	5	1		34	82.4%	17.6%
11. My work performance is evaluated fairly.	4	19	7	4		34	67.6%	32.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	4	10	18	1	34	15.2%	84.8%
13. I am provided adequate work and storage space to prepare for and do my job.	7	19	4	4		34	76.5%	23.5%
14. My administrators/supervisors respect the negotiated contracts.	13	20		1		34	97.1%	2.9%
15. My planning time is respected by my school administrations/supervisors.	7	18	2	2	5	34	86.2%	13.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	20	3			34	91.2%	8.8%
17. In my school, student misbehavior interferes with learning.	4	15	13	1		34	55.9%	41.2%
18. Too much instructional time is spent administering assessments.	12	14	6	1	1	34	78.8%	21.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	24	5	2		34	79.4%	20.6%
20. Increased workload has contributed to a decline in my morale.	13	13	7	1		34	76.5%	23.5%
21. I am paid fairly		8	9	17		34	23.5%	76.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		16	7	11		34	47.1%	52.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		5	9	19		34	14.7%	82.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	16	17				34	97.1%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	21	7	2	1	34	69.7%	27.3%
26. In my position, I receive appropriate and adequate support and training.	4	22	5	3		34	76.5%	23.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	13	17	2	34	6.3%	93.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	15	15	2	34	6.3%	93.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	11	12	7	2	34	40.6%	59.4%