

Quesitons	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGRE
1. Overall, morale at my school/worksite is good.	1	8	11	9		29	31.0%	69.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	18	8	1		29	69.0%	31.0%
3. I personally feel successful in my work.	6	16	6	1		29	75.9%	24.1%
4. I feel involved in decision-making at my school/worksite.	3	8	13	5		29	37.9%	62.1%
5. I want to be involved in decision-making at my school/worksite.	7	18	3	1		29	86.2%	13.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	12	8	2		29	62.1%	34.5%
7. In my school/worksite, I am treated as a professional.	9	19		1		29	96.6%	3.4%
8. There is good teamwork among staff in my school/worksite.	7	15	6	1		29	75.9%	24.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	12	5	2	4	29	72.0%	28.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	20	8	1			29	96.6%	3.4%
11. My work performance is evaluated fairly.	5	15	4	5		29	69.0%	31.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	4	10	14		29	17.2%	82.8%
13. I am provided adequate work and storage space to prepare for and do my job.	4	22	3			29	89.7%	10.3%
14. My administrators/supervisors respect the negotiated contracts.	9	16	2	1	1	29	89.3%	10.7%
15. My planning time is respected by my school administrations/supervisors.	4	13	4	6	2	29	63.0%	37.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	16	7	1	1	29	71.4%	28.6%
17. In my school, student misbehavior interferes with learning.	3	5	15	3	2	29	29.6%	66.7%
18. Too much instructional time is spent administering assessments.	13	9	3	1	3	29	84.6%	15.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	9	7	11		29	37.9%	62.1%
20. Increased workload has contributed to a decline in my morale.	21	6	1	1		29	93.1%	6.9%
21. I am paid fairly	1	2	12	14		29	10.3%	89.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		4	11	12	1	29	14.3%	82.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		3	8	16	1	29	10.7%	85.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	13	14			1	29	96.4%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	17	6	2	2	29	70.4%	29.6%
26. In my position, I receive appropriate and adequate support and training.	2	16	7	4		29	62.1%	37.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		5	10	14		29	17.2%	82.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	10	18		29	3.4%	96.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	12	12		29	17.2%	82.8%