

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	12	14	2			28	92.9%	7.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	16	3	1		28	85.7%	14.3%
3. I personally feel successful in my work.	10	17	1			28	96.4%	3.6%
4. I feel involved in decision-making at my school/worksite.	6	13	8	1		28	67.9%	32.1%
5. I want to be involved in decision-making at my school/worksite.	5	20	3			28	89.3%	10.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	14	3			28	89.3%	10.7%
7. In my school/worksite, I am treated as a professional.	14	13	1			28	96.4%	3.6%
8. There is good teamwork among staff in my school/worksite.	10	15	2	1		28	89.3%	10.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	18	4	2		28	78.6%	21.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	15	1			28	96.4%	3.6%
11. My work performance is evaluated fairly.	14	11	3			28	89.3%	10.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	10	8	4	1	28	55.6%	44.4%
13. I am provided adequate work and storage space to prepare for and do my job.	12	14	2			28	92.9%	7.1%
14. My administrators/supervisors respect the negotiated contracts.	15	12	1			28	96.4%	3.6%
15. My planning time is respected by my school administrations/supervisors.	11	14	1		2	28	96.2%	3.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	11	3		1	28	88.9%	11.1%
17. In my school, student misbehavior interferes with learning.	2	1	10	14	1	28	11.1%	88.9%
18. Too much instructional time is spent administering assessments.	13	10	4		1	28	85.2%	14.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	5	14	7		28	25.0%	75.0%
20. Increased workload has contributed to a decline in my morale.	3	18	6	1		28	75.0%	25.0%
21. I am paid fairly.		15	5	7		27	55.6%	44.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	3	2	20	1	27	15.4%	84.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	16	3	7		27	63.0%	37.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	4	23				27	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		17	5	3	3	28	68.0%	32.0%
26. In my position, I receive appropriate and adequate support and training.	4	21	2	1		28	89.3%	10.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	7	15	1	28	18.5%	81.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		8	16	2	27	4.0%	96.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	10	10	7		28	39.3%	60.7%