

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		18	12	2		32	56.3%	43.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	24	3	3		32	81.3%	18.8%
3. I personally feel successful in my work.	9	19	3	1		32	87.5%	12.5%
4. I feel involved in decision-making at my school/worksite.	4	12	14	2		32	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	8	19	4		1	32	87.1%	12.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	19	6	3		32	71.9%	28.1%
7. In my school/worksite, I am treated as a professional.	6	23		2		31	93.5%	6.5%
8. There is good teamwork among staff in my school/worksite.	5	16	7	4		32	65.6%	34.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	19	5	4	1	31	70.0%	30.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	16	7	3		32	68.8%	31.3%
11. My work performance is evaluated fairly.	8	18	5		1	32	83.9%	16.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	11	8	8		32	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	11	19	1	1		32	93.8%	6.3%
14. My administrators/supervisors respect the negotiated contracts.	12	19		1		32	96.9%	3.1%
15. My planning time is respected by my school administrations/supervisors.	9	18	3	1	1	32	87.1%	12.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	19	6	1	1	32	77.4%	22.6%
17. In my school, student misbehavior interferes with learning.	2	4	19	5	2	32	20.0%	80.0%
18. Too much instructional time is spent administering assessments.	6	16	7	1	2	32	73.3%	26.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	4	12	14	1	32	16.1%	83.9%
20. Increased workload has contributed to a decline in my morale.	11	13	5	2	1	32	77.4%	22.6%
21. I am paid fairly.	6	15	8	3		32	65.6%	34.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		1	5	26		32	3.1%	96.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	21	5	2		32	78.1%	21.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	18		1		32	96.9%	3.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	20	9		1	32	71.0%	29.0%
26. In my position, I receive appropriate and adequate support and training.	3	22	5	1		31	80.6%	19.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	15	11		32	18.8%	81.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		19	11	1	32	3.2%	96.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	6	14	7	1	32	32.3%	67.7%