

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	20	3			27	88.9%	11.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	20	4			27	85.2%	14.8%
3. I personally feel successful in my work.	5	17	3	1		27	81.5%	14.8%
4. I feel involved in decision-making at my school/worksite.	3	14	8	2		27	63.0%	37.0%
5. I want to be involved in decision-making at my school/worksite.	5	19	2		1	27	92.3%	7.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	14	6		2	27	76.0%	24.0%
7. In my school/worksite, I am treated as a professional.	7	18	2			27	92.6%	7.4%
8. There is good teamwork among staff in my school/worksite.	7	15	4	1		27	81.5%	18.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	11	8	1	1	27	65.4%	34.6%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	2	16	9			27	66.7%	33.3%
11. My work performance is evaluated fairly.	2	20	2	1	2	27	88.0%	12.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	13	7	4		27	59.3%	40.7%
13. I am provided adequate work and storage space to prepare for and do my job.	4	15	6	2		27	70.4%	29.6%
14. My administrators/supervisors respect the negotiated contracts.	6	18	1	2		27	88.9%	11.1%
15. My planning time is respected by my school administrations/supervisors.	3	17	1	2	4	27	87.0%	13.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	18	5		1	27	80.8%	19.2%
17. In my school, student misbehavior interferes with learning.	3	11	10	2	1	27	53.8%	46.2%
18. Too much instructional time is spent administering assessments.	4	8	8		5	27	54.5%	36.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	19	2	1	1	27	84.6%	11.5%
20. Increased workload has contributed to a decline in my morale.	6	11	9		1	27	65.4%	34.6%
21. I am paid fairly		9	12	6		27	33.3%	66.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	14	9	1		27	63.0%	37.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	7	12	5		27	37.0%	63.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	10	17				27	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	15	6	2		27	70.4%	29.6%
26. In my position, I receive appropriate and adequate support and training.	2	20	3	2		27	81.5%	18.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	8	14	1	27	15.4%	84.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	9	15	2	27	4.0%	96.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		8	8	10	1	27	30.8%	69.2%