

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		11	6	3		20	55.0%	45.0%
2. There is an atmosphere of open communication and trust in my school/worksite.		9	7	4		20	45.0%	55.0%
3. I personally feel successful in my work.	4	14	2			20	90.0%	10.0%
4. I feel involved in decision-making at my school/worksite.	2	8	9	1		20	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	7	11	1	1		20	90.0%	10.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	8	7	4		20	45.0%	55.0%
7. In my school/worksite, I am treated as a professional.	3	12	3	2		20	75.0%	25.0%
8. There is good teamwork among staff in my school/worksite.	2	14	2	2		20	80.0%	20.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	8	5	1	4	20	62.5%	37.5%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	2	11	5	1		20	65.0%	30.0%
11. My work performance is evaluated fairly.	4	16				20	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	13	3		2	20	83.3%	16.7%
13. I am provided adequate work and storage space to prepare for and do my job.	5	14	1			20	95.0%	5.0%
14. My administrators/supervisors respect the negotiated contracts.	5	13	1	1		20	90.0%	10.0%
15. My planning time is respected by my school administrations/supervisors.	4	10	2		4	20	87.5%	12.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	9	2		8	20	83.3%	16.7%
17. In my school, student misbehavior interferes with learning.	1	8	3	1	7	20	69.2%	30.8%
18. Too much instructional time is spent administering assessments.	4	7	4		5	20	73.3%	26.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	7	1		20	60.0%	40.0%
20. Increased workload has contributed to a decline in my morale.	3	8	6	2	1	20	57.9%	42.1%
21. I am paid fairly	2	6	7	5		20	40.0%	60.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		12	2	1	5	20	80.0%	20.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	7	4	2	6	20	57.1%	42.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	6	13			1	20	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	12	5	1	1	20	68.4%	31.6%
26. In my position, I receive appropriate and adequate support and training.	2	12	4	1		20	70.0%	25.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	6	4	6	1	20	47.4%	52.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	8	8	1	20	10.5%	84.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	6	7	4	1	20	42.1%	57.9%