

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		8	11	13		32	25.0%	75.0%
2. There is an atmosphere of open communication and trust in my school/worksite.		12	12	8		32	37.5%	62.5%
3. I personally feel successful in my work.	7	20	4	1		32	84.4%	15.6%
4. I feel involved in decision-making at my school/worksite.		11	12	9		32	34.4%	65.6%
5. I want to be involved in decision-making at my school/worksite.	8	20	2	2		32	87.5%	12.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	11	11	8		32	40.6%	59.4%
7. In my school/worksite, I am treated as a professional.	3	20	5	4		32	71.9%	28.1%
8. There is good teamwork among staff in my school/worksite.	3	17	7	4		32	62.5%	34.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.		12	7	11	1	32	38.7%	58.1%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	6	21	2	3		32	84.4%	15.6%
11. My work performance is evaluated fairly.	3	18	8	3		32	65.6%	34.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	6	6	17	1	32	25.8%	74.2%
13. I am provided adequate work and storage space to prepare for and do my job.	8	15	6	2		32	71.9%	25.0%
14. My administrators/supervisors respect the negotiated contracts.	4	20	4	1	2	32	80.0%	16.7%
15. My planning time is respected by my school administrations/supervisors.	4	14	7	4	3	32	62.1%	37.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	16	4	2	5	32	77.8%	22.2%
17. In my school, student misbehavior interferes with learning.	1	1	11	13	6	32	7.7%	92.3%
18. Too much instructional time is spent administering assessments.	14	7	7		4	32	75.0%	25.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	7	14	6	2	32	30.0%	66.7%
20. Increased workload has contributed to a decline in my morale.	17	8	5	1	1	32	80.6%	19.4%
21. I am paid fairly		3	14	15		32	9.4%	90.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		11	10	10	1	32	35.5%	64.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		4	8	19		32	12.5%	84.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	16	11	1	1		32	84.4%	6.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	13	9	5	1	32	48.4%	45.2%
26. In my position, I receive appropriate and adequate support and training.	1	23	4	3		32	75.0%	21.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	4	13	10	1	32	25.8%	74.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	3	14	10	1	32	19.4%	77.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	10	12	6		32	43.8%	56.3%