

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	11	11	4		28	46.4%	53.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	12	7	5		28	57.1%	42.9%
3. I personally feel successful in my work.	10	15	3			28	89.3%	10.7%
4. I feel involved in decision-making at my school/worksite.	3	8	8	9		28	39.3%	60.7%
5. I want to be involved in decision-making at my school/worksite.	9	17	1		1	28	96.3%	3.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	11	5	5		28	64.3%	35.7%
7. In my school/worksite, I am treated as a professional.	7	12	3	6		28	67.9%	32.1%
8. There is good teamwork among staff in my school/worksite.	8	15	3	2		28	82.1%	17.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	16	2	4		28	78.6%	21.4%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	7	13	4	4		28	71.4%	28.6%
11. My work performance is evaluated fairly.	8	13	5	2		28	75.0%	25.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	11	5	8		28	53.6%	46.4%
13. I am provided adequate work and storage space to prepare for and do my job.	11	17				28	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	9	14	3	1	1	28	85.2%	14.8%
15. My planning time is respected by my school administrations/supervisors.	8	11	5	3	1	28	70.4%	29.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	11	5	4		28	64.3%	32.1%
17. In my school, student misbehavior interferes with learning.	1	7	7	11	2	28	30.8%	69.2%
18. Too much instructional time is spent administering assessments.	3	13	6	2	4	28	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.		5	14	8	1	28	18.5%	81.5%
20. Increased workload has contributed to a decline in my morale.	11	11	4	1	1	28	81.5%	18.5%
21. I am paid fairly	1	7	11	9		28	28.6%	71.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	9	8	6	3	28	44.0%	56.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	8	4	10	3	28	40.0%	56.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	11	15	1		1	28	96.3%	3.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	15	5	1	4	28	70.8%	25.0%
26. In my position, I receive appropriate and adequate support and training.	5	15	5	2		28	71.4%	25.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	2	12	11	1	28	14.8%	85.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	10	14	1	28	11.1%	88.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	16	6	1	28	18.5%	81.5%