

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	11	2			18	88.9%	11.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	14	2			18	88.9%	11.1%
3. I personally feel successful in my work.	2	14	1			18	88.9%	5.6%
4. I feel involved in decision-making at my school/worksite.	1	10	6	1		18	61.1%	38.9%
5. I want to be involved in decision-making at my school/worksite.	5	12			1	18	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	11	3			18	83.3%	16.7%
7. In my school/worksite, I am treated as a professional.	5	12	1			18	94.4%	5.6%
8. There is good teamwork among staff in my school/worksite.	8	10				18	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	10	1		3	18	93.3%	6.7%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	6	10	2			18	88.9%	11.1%
11. My work performance is evaluated fairly.	5	9	4			18	77.8%	22.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		6	7	5		18	33.3%	66.7%
13. I am provided adequate work and storage space to prepare for and do my job.	6	9	3			18	83.3%	16.7%
14. My administrators/supervisors respect the negotiated contracts.	8	8	1			18	88.9%	5.6%
15. My planning time is respected by my school administrations/supervisors.	3	13	1		1	18	94.1%	5.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	11	1		2	18	93.8%	6.3%
17. In my school, student misbehavior interferes with learning.	1	10	5	1		18	61.1%	33.3%
18. Too much instructional time is spent administering assessments.	8	5	4			18	72.2%	22.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	10	6	1		18	61.1%	38.9%
20. Increased workload has contributed to a decline in my morale.	2	10	4	1	1	18	70.6%	29.4%
21. I am paid fairly	1	2	7	8		18	16.7%	83.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		8	7	3		18	44.4%	55.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		4	11	3		18	22.2%	77.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	5	13				18	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	8	4		2	18	68.8%	25.0%
26. In my position, I receive appropriate and adequate support and training.	2	11	4			18	72.2%	22.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			6	11	1	18	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			5	12	1	18	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		2	8	8		18	11.1%	88.9%