

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	6	23	3	2		34	85.3%	14.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	28	1	1		34	94.1%	5.9%
3. I personally feel successful in my work.	8	21	5			34	85.3%	14.7%
4. I feel involved in decision-making at my school/worksite.	5	13	12	4		34	52.9%	47.1%
5. I want to be involved in decision-making at my school/worksite.	8	22	4			34	88.2%	11.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	18	10			34	70.6%	29.4%
7. In my school/worksite, I am treated as a professional.	15	18	1			34	97.1%	2.9%
8. There is good teamwork among staff in my school/worksite.	17	15	1	1		34	94.1%	5.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	18	4	1	1	34	84.8%	15.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	19	3	1		34	88.2%	11.8%
11. My work performance is evaluated fairly.	11	19	2		1	33	93.8%	6.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	17	9	4	2	34	59.4%	40.6%
13. I am provided adequate work and storage space to prepare for and do my job.	11	20	1	2		34	91.2%	8.8%
14. My administrators/supervisors respect the negotiated contracts.	12	20	1			33	97.0%	3.0%
15. My planning time is respected by my school administrations/supervisors.	7	19	3	1	4	34	86.7%	13.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	19	2		3	34	93.5%	6.5%
17. In my school, student misbehavior interferes with learning.	7	19	5	2		33	78.8%	21.2%
18. Too much instructional time is spent administering assessments.	13	8	11		2	34	65.6%	34.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	10	12	6	1	34	45.5%	54.5%
20. Increased workload has contributed to a decline in my morale.	7	13	10	4		34	58.8%	41.2%
21. I am paid fairly.	1	17	10	5		33	54.5%	45.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	6	9	16	2	34	21.9%	78.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	17	9	3	2	34	62.5%	37.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	19	1			33	97.0%	3.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	22	5	1	2	33	80.6%	19.4%
26. In my position, I receive appropriate and adequate support and training.	5	21	7	1		34	76.5%	23.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	9	22		34	8.8%	91.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			7	27		34	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	4	7	21		34	17.6%	82.4%