

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	18	7	4		32	65.6%	34.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	15	8	5		31	58.1%	41.9%
3. I personally feel successful in my work.	9	15	5	3		32	75.0%	25.0%
4. I feel involved in decision-making at my school/worksite.	3	15	9	5		32	56.3%	43.8%
5. I want to be involved in decision-making at my school/worksite.	7	21	4			32	87.5%	12.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	11	11	3		32	56.3%	43.8%
7. In my school/worksite, I am treated as a professional.	9	18	1	4		32	84.4%	15.6%
8. There is good teamwork among staff in my school/worksite.	4	19	5	4		32	71.9%	28.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	12	8	1	3	32	69.0%	31.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	17	3	2		32	84.4%	15.6%
11. My work performance is evaluated fairly.	6	20	3	3		32	81.3%	18.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	20	6	4		32	68.8%	31.3%
13. I am provided adequate work and storage space to prepare for and do my job.	4	23	3	2		32	84.4%	15.6%
14. My administrators/supervisors respect the negotiated contracts.	12	19		1		32	96.9%	3.1%
15. My planning time is respected by my school administrations/supervisors.	9	19		1	3	32	96.6%	3.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	9	8	6	4	32	50.0%	50.0%
17. In my school, student misbehavior interferes with learning.	3	14	11	2	2	32	56.7%	43.3%
18. Too much instructional time is spent administering assessments.	15	14	2		1	32	93.5%	6.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	11	11	5	3	32	44.8%	55.2%
20. Increased workload has contributed to a decline in my morale.	11	12	8	1		32	71.9%	28.1%
21. I am paid fairly.	1	10	14	7		32	34.4%	65.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		5	7	19	1	32	16.1%	83.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		5	11	15	1	32	16.1%	83.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	19	2	1		32	90.6%	9.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	18	8	2		32	68.8%	31.3%
26. In my position, I receive appropriate and adequate support and training.	5	17	6	4		32	68.8%	31.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	4	6	17	1	31	23.3%	76.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	1	9	19	1	32	9.7%	90.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	6	11	14		32	21.9%	78.1%