

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	20	8			32	75.0%	25.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	20	8	1		32	71.9%	28.1%
3. I personally feel successful in my work.	9	17	6			32	81.3%	18.8%
4. I feel involved in decision-making at my school/worksite.	5	15	8	4		32	62.5%	37.5%
5. I want to be involved in decision-making at my school/worksite.	10	17	3	1	1	32	87.1%	12.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	15	7	3		32	68.8%	31.3%
7. In my school/worksite, I am treated as a professional.	11	17	4			32	87.5%	12.5%
8. There is good teamwork among staff in my school/worksite.	8	18	5	1		32	81.3%	18.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	14	8	1	2	32	70.0%	30.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	11	15	6			32	81.3%	18.8%
11. My work performance is evaluated fairly.	6	19	3	4		32	78.1%	21.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	4	10	8		32	43.8%	56.3%
13. I am provided adequate work and storage space to prepare for and do my job.	10	17	4	1		32	84.4%	15.6%
14. My administrators/supervisors respect the negotiated contracts.	6	23	2		1	32	93.5%	6.5%
15. My planning time is respected by my school administrations/supervisors.	7	19	4		2	32	86.7%	13.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	18	6		1	32	80.6%	19.4%
17. In my school, student misbehavior interferes with learning.	1	7	18	6		32	25.0%	75.0%
18. Too much instructional time is spent administering assessments.	9	12	6	1	3	32	72.4%	24.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	11	6	1	32	45.2%	54.8%
20. Increased workload has contributed to a decline in my morale.	7	13	8	2	2	32	66.7%	33.3%
21. I am paid fairly	2	8	9	12		32	31.3%	65.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	14	11	3	2	32	53.3%	46.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		9	14	9		32	28.1%	71.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	13	17	1	1		32	93.8%	6.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	16	8	1	4	32	67.9%	32.1%
26. In my position, I receive appropriate and adequate support and training.	6	16	9	1		32	68.8%	31.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	6	17	2	32	23.3%	76.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	2	10	15	2	32	16.7%	83.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	10	13	5		32	40.6%	56.3%