

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	2	12	8	4		26	53.8%	46.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	6	10	7		26	34.6%	65.4%
3. I personally feel successful in my work.	5	14	3	4		26	73.1%	26.9%
4. I feel involved in decision-making at my school/worksite.	4	11	3	7	1	26	60.0%	40.0%
5. I want to be involved in decision-making at my school/worksite.	10	10	5		1	26	80.0%	20.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	12	8	1	1	26	64.0%	36.0%
7. In my school/worksite, I am treated as a professional.	9	11	3	2	1	26	80.0%	20.0%
8. There is good teamwork among staff in my school/worksite.	3	11	6	6		26	53.8%	46.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	13	6	3	1	26	64.0%	36.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	14	4	1		26	80.8%	19.2%
11. My work performance is evaluated fairly.	8	15	3			26	88.5%	11.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		13	5	7	1	26	52.0%	48.0%
13. I am provided adequate work and storage space to prepare for and do my job.	5	16	4	1		26	80.8%	19.2%
14. My administrators/supervisors respect the negotiated contracts.	15	9	1	1		26	92.3%	7.7%
15. My planning time is respected by my school administrations/supervisors.	10	9	1		6	26	95.0%	5.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	13	6	4	2	26	58.3%	41.7%
17. In my school, student misbehavior interferes with learning.	2	12	7	4	1	26	56.0%	44.0%
18. Too much instructional time is spent administering assessments.	11	10	3		1	25	87.5%	12.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	6	8	5	2	26	45.8%	54.2%
20. Increased workload has contributed to a decline in my morale.	7	11	6	1	1	26	72.0%	28.0%
21. I am paid fairly.	3	9	9	5		26	46.2%	53.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		3	5	16	2	26	12.5%	87.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	12	5	2	3	26	69.6%	30.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	15			1	26	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	13	8	4		26	53.8%	46.2%
26. In my position, I receive appropriate and adequate support and training.	5	14	3	4		26	73.1%	26.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	4	5	10	1	25	37.5%	62.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	10	12	2	26	8.3%	91.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	2	11	6	4	26	22.7%	77.3%