

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		10	7	8		25	40.0%	60.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	16	6	1		25	72.0%	28.0%
3. I personally feel successful in my work.	3	13	8	1		25	64.0%	36.0%
4. I feel involved in decision-making at my school/worksite.	2	11	11	1		25	52.0%	48.0%
5. I want to be involved in decision-making at my school/worksite.	1	20	4			25	84.0%	16.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	8	12	1		25	44.0%	52.0%
7. In my school/worksite, I am treated as a professional.	6	14	5			25	80.0%	20.0%
8. There is good teamwork among staff in my school/worksite.	9	14	2			25	92.0%	8.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	16	4	2		25	76.0%	24.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	7	14	4			25	84.0%	16.0%
11. My work performance is evaluated fairly.	2	16	6	1		25	72.0%	28.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	2	6	16		25	12.0%	88.0%
13. I am provided adequate work and storage space to prepare for and do my job.	3	16	3	3		25	76.0%	24.0%
14. My administrators/supervisors respect the negotiated contracts.	3	20	2			25	92.0%	8.0%
15. My planning time is respected by my school administrations/supervisors.	3	15	7			25	72.0%	28.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	18	3	1		25	80.0%	16.0%
17. In my school, student misbehavior interferes with learning.	2	11	8	3		25	52.0%	44.0%
18. Too much instructional time is spent administering assessments.	14	9	2			25	92.0%	8.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		9	10	6		25	36.0%	64.0%
20. Increased workload has contributed to a decline in my morale.	16	6	1	2		25	88.0%	12.0%
21. I am paid fairly		4	12	9		25	16.0%	84.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		8	9	7		25	32.0%	64.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		6	9	10		25	24.0%	76.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	6	17	2			25	92.0%	8.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		14	5	5	1	25	58.3%	41.7%
26. In my position, I receive appropriate and adequate support and training.	2	14	8	1		25	64.0%	36.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	6	16	2	25	4.3%	95.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	10	12	1	25	8.3%	91.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	10	9	1	1	25	58.3%	41.7%