

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	7	15	3			25	88.0%	12.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	15	2			25	92.0%	8.0%
3. I personally feel successful in my work.	13	12				25	100.0%	0.0%
4. I feel involved in decision-making at my school/worksite.	6	13	3	2		24	79.2%	20.8%
5. I want to be involved in decision-making at my school/worksite.	9	13	2			24	91.7%	8.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	9	3	2		25	80.0%	20.0%
7. In my school/worksite, I am treated as a professional.	17	7	1			25	96.0%	4.0%
8. There is good teamwork among staff in my school/worksite.	11	10	3	1		25	84.0%	16.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	16	1	1		24	91.7%	8.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	8		1		25	96.0%	4.0%
11. My work performance is evaluated fairly.	7	14	4			25	84.0%	16.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	9	8	2		25	60.0%	40.0%
13. I am provided adequate work and storage space to prepare for and do my job.	14	10		1		25	96.0%	4.0%
14. My administrators/supervisors respect the negotiated contracts.	17	6	1			24	95.8%	4.2%
15. My planning time is respected by my school administrations/supervisors.	16	8				24	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	9		1		25	96.0%	4.0%
17. In my school, student misbehavior interferes with learning.	1	2	11	11		25	12.0%	88.0%
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.	1	9	9	4	2	25	43.5%	56.5%
20. Increased workload has contributed to a decline in my morale.	7	12	4	2		25	76.0%	24.0%
21. I am paid fairly.	1	15	8	1		25	64.0%	36.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.			6	18	1	25	0.0%	100.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	14	6	1	1	25	70.8%	29.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	11				25	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	14	5	1	1	25	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.	9	13	3			25	88.0%	12.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	5	17	1	25	8.3%	91.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	5	17	1	25	8.3%	91.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	9	8	6		25	44.0%	56.0%