

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	3	22	1	1		27	92.6%	7.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	21		2		27	92.6%	7.4%
3. I personally feel successful in my work.	8	17	2			27	92.6%	7.4%
4. I feel involved in decision-making at my school/worksite.	5	12	7	2	1	27	65.4%	34.6%
5. I want to be involved in decision-making at my school/worksite.	8	16	2	1		27	88.9%	11.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	17	1			27	96.3%	3.7%
7. In my school/worksite, I am treated as a professional.	13	11	3			27	88.9%	11.1%
8. There is good teamwork among staff in my school/worksite.	9	15	2	1		27	88.9%	11.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	12	6	1	2	27	72.0%	28.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	2	10	9	6		27	44.4%	55.6%
11. My work performance is evaluated fairly.	6	13	7	1		27	70.4%	29.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	10	6	8		27	48.1%	51.9%
13. I am provided adequate work and storage space to prepare for and do my job.	8	12	3	3		26	76.9%	23.1%
14. My administrators/supervisors respect the negotiated contracts.	17	9	1			27	96.3%	3.7%
15. My planning time is respected by my school administrations/supervisors.	11	9	2	2	3	27	83.3%	16.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	14	1		3	27	95.8%	4.2%
17. In my school, student misbehavior interferes with learning.		3	12	10	2	27	12.0%	88.0%
18. Too much instructional time is spent administering assessments.	15	9	2		1	27	92.3%	7.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	3	11	10	1	26	16.0%	84.0%
20. Increased workload has contributed to a decline in my morale.	7	14	4	1	1	27	80.8%	19.2%
21. I am paid fairly.	1	16	5	5		27	63.0%	37.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		1	4	22		27	3.7%	96.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	15	5	3	2	27	68.0%	32.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	11	2			27	92.6%	7.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	15	6		3	27	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.	5	15	3	3	1	27	76.9%	23.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			11	16		27	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			10	17		27	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	8	11	7		27	33.3%	66.7%