

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	22	4	4		34	76.5%	23.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	15	5	5		34	70.6%	29.4%
3. I personally feel successful in my work.	8	20	2	2		34	82.4%	11.8%
4. I feel involved in decision-making at my school/worksite.	6	12	9	5	2	34	56.3%	43.8%
5. I want to be involved in decision-making at my school/worksite.	9	21	2		2	34	93.8%	6.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	16	5	4		34	73.5%	26.5%
7. In my school/worksite, I am treated as a professional.	13	16	4	1		34	85.3%	14.7%
8. There is good teamwork among staff in my school/worksite.	7	15	9	3		34	64.7%	35.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	11	7	3	3	34	64.5%	32.3%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	7	15	10	2		34	64.7%	35.3%
11. My work performance is evaluated fairly.	12	14	4	3		34	76.5%	20.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	12	12	8		34	41.2%	58.8%
13. I am provided adequate work and storage space to prepare for and do my job.	7	21	3	2		34	82.4%	14.7%
14. My administrators/supervisors respect the negotiated contracts.	17	12	1	2	1	34	87.9%	9.1%
15. My planning time is respected by my school administrations/supervisors.	10	17	2	3	2	34	84.4%	15.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	15	2	5	2	34	78.1%	21.9%
17. In my school, student misbehavior interferes with learning.	5	15	9	3	2	34	62.5%	37.5%
18. Too much instructional time is spent administering assessments.	5	10	14	2	3	34	48.4%	51.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	14	10	5	2	34	50.0%	46.9%
20. Increased workload has contributed to a decline in my morale.	10	15	6	2	1	34	75.8%	24.2%
21. I am paid fairly	1	3	10	20		34	11.8%	88.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	10	11	8	2	34	40.6%	59.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	10	11	10	1	34	36.4%	63.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	15	15	2	1	1	34	90.9%	9.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	22	4	3	1	34	78.8%	21.2%
26. In my position, I receive appropriate and adequate support and training.	7	20	6	1		34	79.4%	20.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	7	9	13	1	34	33.3%	66.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	5	9	18	1	34	18.2%	81.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	8	10	11	1	34	36.4%	63.6%