

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	11	6	3		24	62.5%	37.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	13	5	2		24	70.8%	29.2%
3. I personally feel successful in my work.	6	14	2	1		24	83.3%	12.5%
4. I feel involved in decision-making at my school/worksite.	7	10	6	1		24	70.8%	29.2%
5. I want to be involved in decision-making at my school/worksite.	9	13	1			24	91.7%	4.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	11	3	2	1	24	78.3%	21.7%
7. In my school/worksite, I am treated as a professional.	8	12	2	1	1	24	87.0%	13.0%
8. There is good teamwork among staff in my school/worksite.	4	13	6	1		24	70.8%	29.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	12	5	1	3	24	71.4%	28.6%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	10	12	1	1		24	91.7%	8.3%
11. My work performance is evaluated fairly.	6	12	1	4	1	24	78.3%	21.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		9	6	9		24	37.5%	62.5%
13. I am provided adequate work and storage space to prepare for and do my job.	2	13	5	4		24	62.5%	37.5%
14. My administrators/supervisors respect the negotiated contracts.	11	10	2	1		24	87.5%	12.5%
15. My planning time is respected by my school administrations/supervisors.	4	13	3	2	2	24	77.3%	22.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	14	4	1		24	79.2%	20.8%
17. In my school, student misbehavior interferes with learning.	5	13	4	2		24	75.0%	25.0%
18. Too much instructional time is spent administering assessments.	3	10	7	3		24	54.2%	41.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	5	6		24	50.0%	45.8%
20. Increased workload has contributed to a decline in my morale.	7	7	6	3	1	24	60.9%	39.1%
21. I am paid fairly	2	6	8	8		24	33.3%	66.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	4	11	6		24	25.0%	70.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	5	10	7		24	29.2%	70.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	9	13	1	1		24	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	13	5	3		24	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	5	14	5			24	79.2%	20.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	5	7	8	3	24	28.6%	71.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	8	10	4	24	10.0%	90.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	7	7	4	24	30.0%	70.0%