

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	10	5			23	78.3%	21.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	10	2			23	91.3%	8.7%
3. I personally feel successful in my work.	7	12	3	1		23	82.6%	17.4%
4. I feel involved in decision-making at my school/worksite.	4	14	5			23	78.3%	21.7%
5. I want to be involved in decision-making at my school/worksite.	11	11	1			23	95.7%	4.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	13	3			23	87.0%	13.0%
7. In my school/worksite, I am treated as a professional.	10	11	2			23	91.3%	8.7%
8. There is good teamwork among staff in my school/worksite.	9	11	1	2		23	87.0%	13.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	10	3	2	1	23	77.3%	22.7%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	8	10	4	1		23	78.3%	21.7%
11. My work performance is evaluated fairly.	10	9	3	1		23	82.6%	17.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	10	6	3		23	60.9%	39.1%
13. I am provided adequate work and storage space to prepare for and do my job.	11	10	2			23	91.3%	8.7%
14. My administrators/supervisors respect the negotiated contracts.	13	9	1			23	95.7%	4.3%
15. My planning time is respected by my school administrations/supervisors.	10	9	2		2	23	90.5%	9.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	6	4	2		23	73.9%	26.1%
17. In my school, student misbehavior interferes with learning.	5	9	7	2		23	60.9%	39.1%
18. Too much instructional time is spent administering assessments.	2	8	5	3	4	23	52.6%	42.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	13	3		3	23	85.0%	15.0%
20. Increased workload has contributed to a decline in my morale.	7	8	6	2		23	65.2%	34.8%
21. I am paid fairly		2	10	10		23	8.7%	87.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	11	5	3		23	60.9%	34.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	8	6	6		23	43.5%	52.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	8	13	1			23	91.3%	4.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	15	2		2	23	90.5%	9.5%
26. In my position, I receive appropriate and adequate support and training.	5	13		3		23	78.3%	13.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	7	12	2	23	9.5%	90.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	9	11	1	23	9.1%	90.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	11	6	1	23	22.7%	77.3%