

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	8	7				15	100.0%	0.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	6				15	100.0%	0.0%
3. I personally feel successful in my work.	7	8				15	100.0%	0.0%
4. I feel involved in decision-making at my school/worksite.	5	6	2		1	14	84.6%	15.4%
5. I want to be involved in decision-making at my school/worksite.	4	10			1	15	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	6	1	1		15	86.7%	13.3%
7. In my school/worksite, I am treated as a professional.	11	4				15	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	9	5				14	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	3	1		1	14	92.3%	7.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	6			1	15	100.0%	0.0%
11. My work performance is evaluated fairly.	6	8		1		15	93.3%	6.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	7	5			15	66.7%	33.3%
13. I am provided adequate work and storage space to prepare for and do my job.	5	8	2			15	86.7%	13.3%
14. My administrators/supervisors respect the negotiated contracts.	12	3				15	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	7	7				14	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	6		1		15	93.3%	6.7%
17. In my school, student misbehavior interferes with learning.	3	7	3		1	14	76.9%	23.1%
18. Too much instructional time is spent administering assessments.	4	4	4	1	2	15	61.5%	38.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	6	5	3		15	46.7%	53.3%
20. Increased workload has contributed to a decline in my morale.		5	8	1	1	15	35.7%	64.3%
21. I am paid fairly.		6	5	4		15	40.0%	60.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		2	5	7	1	15	14.3%	85.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	9	1	3		15	73.3%	26.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	8		1		15	93.3%	6.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		12	1	1		14	85.7%	14.3%
26. In my position, I receive appropriate and adequate support and training.	3	12				15	100.0%	0.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1		2	9	3	15	8.3%	91.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		1	10	3	15	8.3%	91.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	4	3	3	15	41.7%	58.3%