

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		12	3	9		24	50.0%	50.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	13	4	5		24	62.5%	37.5%
3. I personally feel successful in my work.	4	14	5	1		24	75.0%	25.0%
4. I feel involved in decision-making at my school/worksite.	3	8	5	7		24	45.8%	50.0%
5. I want to be involved in decision-making at my school/worksite.	5	17	1			24	91.7%	4.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	13	3	6		24	62.5%	37.5%
7. In my school/worksite, I am treated as a professional.	1	12	5	6		24	54.2%	45.8%
8. There is good teamwork among staff in my school/worksite.	6	10	4	4		24	66.7%	33.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	13	3	5		24	66.7%	33.3%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	3	17	2	2		24	83.3%	16.7%
11. My work performance is evaluated fairly.		12	8	4		24	50.0%	50.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		7	6	11		24	29.2%	70.8%
13. I am provided adequate work and storage space to prepare for and do my job.	5	18	1			24	95.8%	4.2%
14. My administrators/supervisors respect the negotiated contracts.	5	16	2	1		24	87.5%	12.5%
15. My planning time is respected by my school administrations/supervisors.	3	15	2	3	1	24	78.3%	21.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	14	4	2	1	24	73.9%	26.1%
17. In my school, student misbehavior interferes with learning.	1	9	9	5		24	41.7%	58.3%
18. Too much instructional time is spent administering assessments.	7	10	5	2		24	70.8%	29.2%
19. HCPSS professional development experiences are meaningful and worthwhile.		11	6	7		24	45.8%	54.2%
20. Increased workload has contributed to a decline in my morale.	14	6	2		2	24	90.9%	9.1%
21. I am paid fairly	1	3	10	10		24	16.7%	83.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	8	7	4	2	24	40.9%	50.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		6	6	9	2	24	27.3%	68.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	6	13	2		2	24	86.4%	9.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	12	4	3	1	24	65.2%	30.4%
26. In my position, I receive appropriate and adequate support and training.	3	12	6	3		24	62.5%	37.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	2	11	7	2	24	18.2%	81.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	2	11	7	2	24	18.2%	81.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	7	14	1	1	24	34.8%	65.2%