

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	30	4			35	88.6%	11.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	25	9			35	74.3%	25.7%
3. I personally feel successful in my work.	7	19	5	4		35	74.3%	25.7%
4. I feel involved in decision-making at my school/worksite.	1	20	11	3		35	60.0%	40.0%
5. I want to be involved in decision-making at my school/worksite.	6	27	1	1		35	94.3%	5.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	18	8	2	1	35	70.6%	29.4%
7. In my school/worksite, I am treated as a professional.	6	25	1	2		35	88.6%	8.6%
8. There is good teamwork among staff in my school/worksite.	4	23	5	2		35	77.1%	20.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	19	5	3	5	35	73.3%	26.7%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	9	25		1		35	97.1%	2.9%
11. My work performance is evaluated fairly.	4	26	3	1		35	85.7%	11.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	15	7	5	1	35	58.8%	35.3%
13. I am provided adequate work and storage space to prepare for and do my job.	10	20	5			35	85.7%	14.3%
14. My administrators/supervisors respect the negotiated contracts.	13	20	1		1	35	97.1%	2.9%
15. My planning time is respected by my school administrations/supervisors.	12	14	3		6	35	89.7%	10.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	19	8	3	1	35	67.6%	32.4%
17. In my school, student misbehavior interferes with learning.	17	15	2		1	35	94.1%	5.9%
18. Too much instructional time is spent administering assessments.	10	11	7	2	5	35	70.0%	30.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	13	14	4	2	35	45.5%	54.5%
20. Increased workload has contributed to a decline in my morale.	9	10	14	1	1	35	55.9%	44.1%
21. I am paid fairly		12	14	9		35	34.3%	65.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	17	13		2	35	60.6%	39.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	11	14	6	2	35	39.4%	60.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	16	17	1		1	35	97.1%	2.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	17	8	5	2	35	60.6%	39.4%
26. In my position, I receive appropriate and adequate support and training.	4	22	5	3		35	74.3%	22.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	15	11	2	35	21.2%	78.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	18	12	2	35	6.1%	90.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	8	15	6	3	35	31.3%	65.6%