

HARPER'S CHOICE MS

| Questions | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % AGREE | % DISAGREE |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good. | 1 | 9 | 6 | 14 | | 30 | 33.3% | 66.7% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 1 | 13 | 9 | 7 | | 30 | 46.7% | 53.3% |
| 3. I personally feel successful in my work. | 4 | 16 | 6 | 3 | 1 | 30 | 69.0% | 31.0% |
| 4. I feel involved in decision-making at my school/worksite. | 1 | 15 | 8 | 5 | | 29 | 55.2% | 44.8% |
| 5. I want to be involved in decision-making at my school/worksite. | 8 | 22 | | | | 30 | 100.0% | 0.0% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 3 | 18 | 2 | 7 | | 30 | 70.0% | 30.0% |
| 7. In my school/worksite, I am treated as a professional. | 6 | 17 | 6 | 1 | | 30 | 76.7% | 23.3% |
| 8. There is good teamwork among staff in my school/worksite. | 4 | 15 | 9 | 2 | | 30 | 63.3% | 36.7% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 2 | 18 | 8 | | 1 | 29 | 71.4% | 28.6% |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 3 | 14 | 8 | 5 | | 30 | 56.7% | 43.3% |
| 11. My work performance is evaluated fairly. | 6 | 15 | 6 | 2 | 1 | 30 | 72.4% | 27.6% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 5 | 16 | 3 | 6 | | 30 | 70.0% | 30.0% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 9 | 15 | 5 | 1 | | 30 | 80.0% | 20.0% |
| 14. My administrators/supervisors respect the negotiated contracts. | 11 | 15 | 4 | | | 30 | 86.7% | 13.3% |
| 15. My planning time is respected by my school administrations/supervisors. | 8 | 15 | 4 | | 3 | 30 | 85.2% | 14.8% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 1 | 6 | 11 | 11 | 1 | 30 | 24.1% | 75.9% |
| 17. In my school, student misbehavior interferes with learning. | 18 | 10 | | 2 | | 30 | 93.3% | 6.7% |
| 18. Too much instructional time is spent administering assessments. | 12 | 9 | 5 | 1 | 3 | 30 | 77.8% | 22.2% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 1 | 12 | 9 | 7 | 1 | 30 | 44.8% | 55.2% |
| 20. Increased workload has contributed to a decline in my morale. | 4 | 9 | 12 | 5 | | 30 | 43.3% | 56.7% |
| 21. I am paid fairly. | 2 | 19 | 6 | 3 | | 30 | 70.0% | 30.0% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | | 9 | 9 | 11 | 1 | 30 | 31.0% | 69.0% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 1 | 19 | 5 | 4 | 1 | 30 | 69.0% | 31.0% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 13 | 14 | 1 | 1 | 1 | 30 | 93.1% | 6.9% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 2 | 13 | 9 | 4 | 2 | 30 | 53.6% | 46.4% |
| 26. In my position, I receive appropriate and adequate support and training. | 8 | 14 | 5 | 3 | | 30 | 73.3% | 26.7% |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 1 | 6 | 8 | 15 | | 30 | 23.3% | 76.7% |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 1 | 5 | 8 | 15 | | 29 | 20.7% | 79.3% |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 3 | 9 | 5 | 12 | 1 | 30 | 41.4% | 58.6% |