

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	3	17	4	2		26	76.9%	23.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	15	2	4		26	76.9%	23.1%
3. I personally feel successful in my work.	4	16	3	3		26	76.9%	23.1%
4. I feel involved in decision-making at my school/worksite.	3	16	3	2	2	26	79.2%	20.8%
5. I want to be involved in decision-making at my school/worksite.	10	13	2	1		26	88.5%	11.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	13	2	4		26	76.9%	23.1%
7. In my school/worksite, I am treated as a professional.	12	12	1	1		26	92.3%	7.7%
8. There is good teamwork among staff in my school/worksite.	7	18	1			26	96.2%	3.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	12	5	2	2	26	70.8%	29.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	16		1		26	96.2%	3.8%
11. My work performance is evaluated fairly.	5	19	1	1		26	92.3%	7.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	9	6	5	2	26	54.2%	45.8%
13. I am provided adequate work and storage space to prepare for and do my job.	9	13	3	1		26	84.6%	15.4%
14. My administrators/supervisors respect the negotiated contracts.	13	12	1			26	96.2%	3.8%
15. My planning time is respected by my school administrations/supervisors.	6	11	2	1	6	26	85.0%	15.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	12	5	3	2	26	66.7%	33.3%
17. In my school, student misbehavior interferes with learning.	16	6	2	1	1	26	88.0%	12.0%
18. Too much instructional time is spent administering assessments.	7	11	6	1	1	26	72.0%	28.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	6	9	9		26	30.8%	69.2%
20. Increased workload has contributed to a decline in my morale.	4	9	10	2	1	26	52.0%	48.0%
21. I am paid fairly.	1	14	6	5		26	57.7%	42.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		5	3	17		25	20.0%	80.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		20	3	3		26	76.9%	23.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	9	15		1		25	96.0%	4.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	15	2	4	1	26	76.0%	24.0%
26. In my position, I receive appropriate and adequate support and training.	5	19	2			26	92.3%	7.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	1	8	14	1	26	12.0%	88.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	7	16	1	26	8.0%	92.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	1	10	12	1	26	12.0%	88.0%