

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	17	8	3		29	62.1%	37.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	12	12	4		29	44.8%	55.2%
3. I personally feel successful in my work.	5	22	2			29	93.1%	6.9%
4. I feel involved in decision-making at my school/worksite.	2	13	10	4		29	51.7%	48.3%
5. I want to be involved in decision-making at my school/worksite.	4	24	1			29	96.6%	3.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	10	13	5		29	37.9%	62.1%
7. In my school/worksite, I am treated as a professional.	4	20	4	1		29	82.8%	17.2%
8. There is good teamwork among staff in my school/worksite.	5	20	2	1		28	89.3%	10.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	18	7		2	29	74.1%	25.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	17	5	2		29	75.9%	24.1%
11. My work performance is evaluated fairly.	6	18	4	1		29	82.8%	17.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	17	7	1		29	72.4%	27.6%
13. I am provided adequate work and storage space to prepare for and do my job.	3	19	6	1		29	75.9%	24.1%
14. My administrators/supervisors respect the negotiated contracts.	7	21	1			29	96.6%	3.4%
15. My planning time is respected by my school administrations/supervisors.	7	16	3	1	2	29	85.2%	14.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	16	7	3		29	65.5%	34.5%
17. In my school, student misbehavior interferes with learning.	7	12	7	3		29	65.5%	34.5%
18. Too much instructional time is spent administering assessments.	4	19	2	1	3	29	88.5%	11.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	21	5			29	82.8%	17.2%
20. Increased workload has contributed to a decline in my morale.	4	16	6	1	2	29	74.1%	25.9%
21. I am paid fairly.	2	14	6	6		28	57.1%	42.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		9	10	8	1	28	33.3%	66.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		10	14	4	1	29	35.7%	64.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	19	3	1	1	29	85.7%	14.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	20	6			29	79.3%	20.7%
26. In my position, I receive appropriate and adequate support and training.	3	21	3	2		29	82.8%	17.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	3	10	11	3	29	19.2%	80.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	6	9	10	2	29	29.6%	70.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	3	12	10	2	29	18.5%	81.5%