

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		9	5	13		27	33.3%	66.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	8	7	11		27	33.3%	66.7%
3. I personally feel successful in my work.	4	17	6			27	77.8%	22.2%
4. I feel involved in decision-making at my school/worksite.	1	9	8	9		27	37.0%	63.0%
5. I want to be involved in decision-making at my school/worksite.	4	18	4	1		27	81.5%	18.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	10	5	11		27	40.7%	59.3%
7. In my school/worksite, I am treated as a professional.	7	9	3	8		27	59.3%	40.7%
8. There is good teamwork among staff in my school/worksite.	3	16	5	3		27	70.4%	29.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	19	3	1	2	27	84.0%	16.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	17	3	3		27	77.8%	22.2%
11. My work performance is evaluated fairly.	3	15	5	2	1	26	72.0%	28.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	19	4	2		26	76.9%	23.1%
13. I am provided adequate work and storage space to prepare for and do my job.	2	16	6	1	1	26	72.0%	28.0%
14. My administrators/supervisors respect the negotiated contracts.	4	18	3			25	88.0%	12.0%
15. My planning time is respected by my school administrations/supervisors.	4	17	3	1	1	26	84.0%	16.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	7	8	7	1	26	40.0%	60.0%
17. In my school, student misbehavior interferes with learning.	15	6	2	3		26	80.8%	19.2%
18. Too much instructional time is spent administering assessments.	4	13	6	2	1	26	68.0%	32.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	16	5	1		25	76.0%	24.0%
20. Increased workload has contributed to a decline in my morale.	5	8	9	2	1	25	54.2%	45.8%
21. I am paid fairly.		11	9	7		27	40.7%	59.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		3	7	16	1	27	11.5%	88.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14	6	4	2	27	60.0%	40.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	15		1	1	27	96.2%	3.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		19	7	1		27	70.4%	29.6%
26. In my position, I receive appropriate and adequate support and training.	2	18	3	4		27	74.1%	25.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	4	9	9		27	33.3%	66.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7	1	11	8		27	29.6%	70.4%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	15	7		27	18.5%	81.5%