

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	11	9	14		35	34.3%	65.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	20	9	1		35	68.6%	28.6%
3. I personally feel successful in my work.	3	19	8	5		35	62.9%	37.1%
4. I feel involved in decision-making at my school/worksite.	5	15	9	5	1	35	58.8%	41.2%
5. I want to be involved in decision-making at my school/worksite.	9	19	3	1	2	35	84.8%	12.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	22	4	1		35	82.9%	14.3%
7. In my school/worksite, I am treated as a professional.	10	15	6	4		35	71.4%	28.6%
8. There is good teamwork among staff in my school/worksite.	4	23	4	3		35	77.1%	20.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	18	5	4	2	35	69.7%	27.3%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	5	7	10	12		35	34.3%	62.9%
11. My work performance is evaluated fairly.	4	20	5	4	1	35	70.6%	26.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	7	10	13	1	35	29.4%	67.6%
13. I am provided adequate work and storage space to prepare for and do my job.	8	17	5	3		35	71.4%	22.9%
14. My administrators/supervisors respect the negotiated contracts.	11	20	3			35	88.6%	8.6%
15. My planning time is respected by my school administrations/supervisors.	6	15	3	4	6	35	72.4%	24.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	12	11	5	1	35	50.0%	47.1%
17. In my school, student misbehavior interferes with learning.	28	5	1			35	94.3%	2.9%
18. Too much instructional time is spent administering assessments.	10	15	6	1	2	35	75.8%	21.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	14	8	7	1	35	52.9%	44.1%
20. Increased workload has contributed to a decline in my morale.	12	7	10	4	1	35	55.9%	41.2%
21. I am paid fairly	2	15	8	9		35	48.6%	48.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	17	13	2		35	51.4%	42.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		12	14	6		35	34.3%	57.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	9	22	1		2	35	93.9%	3.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	21	9		1	35	70.6%	26.5%
26. In my position, I receive appropriate and adequate support and training.	4	24	5	1		35	80.0%	17.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1		12	19	2	35	3.0%	93.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	13	16	2	35	6.1%	87.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		9	14	9	1	35	26.5%	67.6%