

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	21	4	1		30	83.3%	16.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	19	6	1		30	76.7%	23.3%
3. I personally feel successful in my work.	9	16	3	1		30	83.3%	13.3%
4. I feel involved in decision-making at my school/worksite.	3	14	10	3		30	56.7%	43.3%
5. I want to be involved in decision-making at my school/worksite.	7	20	2			30	90.0%	6.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	18	2	3		30	83.3%	16.7%
7. In my school/worksite, I am treated as a professional.	12	15	2			30	90.0%	6.7%
8. There is good teamwork among staff in my school/worksite.	10	18	1	1		30	93.3%	6.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	16	6	2		30	73.3%	26.7%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	8	21	1			30	96.7%	3.3%
11. My work performance is evaluated fairly.	12	14	2	2		30	86.7%	13.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	18	5	4	1	30	69.0%	31.0%
13. I am provided adequate work and storage space to prepare for and do my job.	7	19	4			30	86.7%	13.3%
14. My administrators/supervisors respect the negotiated contracts.	11	17	1		1	30	96.6%	3.4%
15. My planning time is respected by my school administrations/supervisors.	4	18	2	2	4	30	84.6%	15.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	17	1		1	30	96.6%	3.4%
17. In my school, student misbehavior interferes with learning.	4	16	8	2		30	66.7%	33.3%
18. Too much instructional time is spent administering assessments.	2	13	11	2	2	30	53.6%	46.4%
19. HCPSS professional development experiences are meaningful and worthwhile.		12	11	6	1	30	41.4%	58.6%
20. Increased workload has contributed to a decline in my morale.	6	9	13	2		30	50.0%	50.0%
21. I am paid fairly	1	7	14	8		30	26.7%	73.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		15	9	6		30	50.0%	50.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	11	11	7		30	40.0%	60.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	8	22				30	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	15	5	2	2	30	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.	8	17	3	1		30	83.3%	13.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	8	21		30	3.3%	96.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			9	21		30	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	6	11	12		30	23.3%	76.7%