

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	8	8	2		22	50.0%	45.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	16	4			22	81.8%	18.2%
3. I personally feel successful in my work.	4	10	5	3		22	63.6%	36.4%
4. I feel involved in decision-making at my school/worksite.	1	8	9	3	1	22	42.9%	57.1%
5. I want to be involved in decision-making at my school/worksite.	4	17			1	22	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	10	8	1		22	59.1%	40.9%
7. In my school/worksite, I am treated as a professional.	5	14	1	2		22	86.4%	13.6%
8. There is good teamwork among staff in my school/worksite.	7	15				22	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	12	4	2		22	72.7%	27.3%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	7	10	3	2		22	77.3%	22.7%
11. My work performance is evaluated fairly.	4	8	6	4		22	54.5%	45.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		8	7	7		22	36.4%	63.6%
13. I am provided adequate work and storage space to prepare for and do my job.	3	15	3	1		22	81.8%	18.2%
14. My administrators/supervisors respect the negotiated contracts.	7	13	1			22	90.9%	4.5%
15. My planning time is respected by my school administrations/supervisors.	6	15				22	95.5%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.		13	3	4	1	22	61.9%	33.3%
17. In my school, student misbehavior interferes with learning.	1	6	9	5		22	31.8%	63.6%
18. Too much instructional time is spent administering assessments.	11	6	2	1	2	22	85.0%	15.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		6	9	6		22	27.3%	68.2%
20. Increased workload has contributed to a decline in my morale.	12	6	4			22	81.8%	18.2%
21. I am paid fairly	1	3	7	10		22	18.2%	77.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		11	5	5	1	22	52.4%	47.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		4	12	6		22	18.2%	81.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	7	12	2	1		22	86.4%	13.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	16	1	3	1	22	81.0%	19.0%
26. In my position, I receive appropriate and adequate support and training.	1	15	3	1		22	72.7%	18.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			8	10	4	22	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			9	9	4	22	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		6	9	5	2	22	30.0%	70.0%