

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	19	4			28	85.7%	14.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	20	1			28	96.4%	3.6%
3. I personally feel successful in my work.	9	18		1		28	96.4%	3.6%
4. I feel involved in decision-making at my school/worksite.	4	18	5		1	28	81.5%	18.5%
5. I want to be involved in decision-making at my school/worksite.	6	21	1			28	96.4%	3.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	13	3	1		28	85.7%	14.3%
7. In my school/worksite, I am treated as a professional.	13	14	1			28	96.4%	3.6%
8. There is good teamwork among staff in my school/worksite.	5	20	3			28	89.3%	10.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	17	4		2	28	84.6%	15.4%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	13	15				28	100.0%	0.0%
11. My work performance is evaluated fairly.	8	13	4	3		28	75.0%	25.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	10	10	5	1	28	44.4%	55.6%
13. I am provided adequate work and storage space to prepare for and do my job.	7	20	1			28	96.4%	3.6%
14. My administrators/supervisors respect the negotiated contracts.	10	18				28	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	5	18	3		2	28	88.5%	11.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	12	1		1	28	96.3%	3.7%
17. In my school, student misbehavior interferes with learning.	1	7	11	8	1	28	29.6%	70.4%
18. Too much instructional time is spent administering assessments.	3	16	4	1	2	28	73.1%	19.2%
19. HCPSS professional development experiences are meaningful and worthwhile.		7	13	7	1	28	25.9%	74.1%
20. Increased workload has contributed to a decline in my morale.	7	12	7	2		28	67.9%	32.1%
21. I am paid fairly		7	10	11		28	25.0%	75.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	20	5			28	78.6%	17.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	8	11	8		28	32.1%	67.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	14	11	2		1	28	92.6%	7.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	20	2	2	1	28	85.2%	14.8%
26. In my position, I receive appropriate and adequate support and training.		21	5	2		28	75.0%	25.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	11	15		28	7.1%	92.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		10	16		28	3.6%	92.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	11	12		28	17.9%	82.1%