

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	9	7	1		21	61.9%	38.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	10	4	4		21	57.1%	38.1%
3. I personally feel successful in my work.	3	15	3			21	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	4	5	5	6		21	42.9%	52.4%
5. I want to be involved in decision-making at my school/worksite.	5	15		1		21	95.2%	4.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	8	5	3	1	21	60.0%	40.0%
7. In my school/worksite, I am treated as a professional.	5	7	6	3		21	57.1%	42.9%
8. There is good teamwork among staff in my school/worksite.	5	8	7	1		21	61.9%	38.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	10	5	2	1	21	65.0%	35.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	1	13	4	2	1	21	70.0%	30.0%
11. My work performance is evaluated fairly.	4	11	3	3		21	71.4%	28.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	6	7	6		21	38.1%	61.9%
13. I am provided adequate work and storage space to prepare for and do my job.	5	9	4	3		21	66.7%	33.3%
14. My administrators/supervisors respect the negotiated contracts.	5	13	1	1		21	85.7%	9.5%
15. My planning time is respected by my school administrations/supervisors.	6	8	3	2	2	21	73.7%	26.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	11	3		1	21	85.0%	15.0%
17. In my school, student misbehavior interferes with learning.	5	11	3		1	21	80.0%	15.0%
18. Too much instructional time is spent administering assessments.	6	8	6		1	21	70.0%	30.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	7	8	3	1	21	45.0%	55.0%
20. Increased workload has contributed to a decline in my morale.	7	4	7	2		21	52.4%	42.9%
21. I am paid fairly	1	4	8	8		21	23.8%	76.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	11	5	3		21	61.9%	38.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	3	9	7		21	23.8%	76.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	4	13	3	1		21	81.0%	19.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	12	6	1		21	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	2	14	5			21	76.2%	23.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	8	7		21	28.6%	71.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	11	7		21	14.3%	85.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	3	10	7		21	19.0%	81.0%