

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	12	8	5		32	59.4%	40.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	25				32	100.0%	0.0%
3. I personally feel successful in my work.	12	14	4	2		32	81.3%	18.8%
4. I feel involved in decision-making at my school/worksite.	6	21	4		1	32	87.1%	12.9%
5. I want to be involved in decision-making at my school/worksite.	8	19	5			32	84.4%	15.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	18	2	1	1	32	87.1%	9.7%
7. In my school/worksite, I am treated as a professional.	10	21	1			32	96.9%	3.1%
8. There is good teamwork among staff in my school/worksite.	13	18	1			32	96.9%	3.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	21	2	1		32	87.5%	9.4%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	7	23	2			32	93.8%	6.3%
11. My work performance is evaluated fairly.	9	11	6	6		32	62.5%	37.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	8	10	12		32	31.3%	68.8%
13. I am provided adequate work and storage space to prepare for and do my job.	5	22	3	2		32	84.4%	15.6%
14. My administrators/supervisors respect the negotiated contracts.	14	18				32	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	12	17	1		2	32	96.7%	3.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	20	1		2	32	93.3%	3.3%
17. In my school, student misbehavior interferes with learning.		5	15	9	1	32	16.1%	77.4%
18. Too much instructional time is spent administering assessments.	9	10	9	3	1	32	61.3%	38.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	15	13	2	1	32	51.6%	48.4%
20. Increased workload has contributed to a decline in my morale.	17	11	4			32	87.5%	12.5%
21. I am paid fairly		7	11	14		32	21.9%	78.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	8	9	11	1	32	29.0%	64.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		8	9	14		32	25.0%	71.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	17	13	1			32	93.8%	3.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	21	3	2	3	32	82.8%	17.2%
26. In my position, I receive appropriate and adequate support and training.	5	14	9	3		32	59.4%	37.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	9	20	1	32	3.2%	93.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			8	22	2	32	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	5	14	10	1	32	22.6%	77.4%