

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	15	12	3		32	53.1%	46.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	21	5	4		32	71.9%	28.1%
3. I personally feel successful in my work.	4	23	4	1		32	84.4%	15.6%
4. I feel involved in decision-making at my school/worksite.	2	15	11	3	1	32	54.8%	45.2%
5. I want to be involved in decision-making at my school/worksite.	5	22	1	1	2	32	90.0%	6.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	19	5	4		32	71.9%	28.1%
7. In my school/worksite, I am treated as a professional.	8	19	4	1		32	84.4%	15.6%
8. There is good teamwork among staff in my school/worksite.	10	19	3			32	90.6%	9.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	14	5	8		32	59.4%	40.6%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	13	12	5	1		32	78.1%	18.8%
11. My work performance is evaluated fairly.	5	10	11	5	1	32	48.4%	51.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	11	5	15		32	37.5%	62.5%
13. I am provided adequate work and storage space to prepare for and do my job.	10	18	1	3		32	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	10	17	3	2		32	84.4%	15.6%
15. My planning time is respected by my school administrations/supervisors.	7	17	4	3	1	32	77.4%	22.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	16	6	6		32	59.4%	37.5%
17. In my school, student misbehavior interferes with learning.	9	17	4	2		32	81.3%	18.8%
18. Too much instructional time is spent administering assessments.	11	9	8		3	32	69.0%	27.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	14	6	10	1	32	48.4%	51.6%
20. Increased workload has contributed to a decline in my morale.	15	11	3	2	1	32	83.9%	16.1%
21. I am paid fairly		5	10	17		32	15.6%	84.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		10	10	11		32	31.3%	65.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		6	12	14		32	18.8%	81.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	5	20	3	3		32	78.1%	18.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	16	9	5		32	53.1%	43.8%
26. In my position, I receive appropriate and adequate support and training.	1	19	5	6		32	62.5%	34.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	10	20		32	6.3%	93.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	9	20		32	9.4%	90.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	9	12	8		32	37.5%	62.5%