

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	9	15	4	1		29	82.8%	17.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	18	1	1		29	93.1%	6.9%
3. I personally feel successful in my work.	8	15	4	1		29	79.3%	17.2%
4. I feel involved in decision-making at my school/worksite.	5	16	6	2		29	72.4%	27.6%
5. I want to be involved in decision-making at my school/worksite.	8	20	1			29	96.6%	3.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	17	5	1		29	79.3%	20.7%
7. In my school/worksite, I am treated as a professional.	11	15	3			29	89.7%	10.3%
8. There is good teamwork among staff in my school/worksite.	10	16	2	1		29	89.7%	10.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	13	6			29	79.3%	20.7%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	13	15	1			29	96.6%	3.4%
11. My work performance is evaluated fairly.	10	13	3	2	1	29	82.1%	17.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	8	10	8		29	37.9%	62.1%
13. I am provided adequate work and storage space to prepare for and do my job.	6	18	2	3		29	82.8%	17.2%
14. My administrators/supervisors respect the negotiated contracts.	12	14	3			29	89.7%	10.3%
15. My planning time is respected by my school administrations/supervisors.	8	14	3	2	2	29	81.5%	18.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	18			1	29	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.	2	4	12	7	4	29	24.0%	76.0%
18. Too much instructional time is spent administering assessments.	7	12	9		1	29	67.9%	32.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	14	10	2	1	29	57.1%	42.9%
20. Increased workload has contributed to a decline in my morale.	7	10	9	2	1	29	60.7%	39.3%
21. I am paid fairly	1	2	17	9		29	10.3%	89.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	9	10	7	2	29	37.0%	63.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	7	12	9		29	27.6%	72.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	5	20	3		1	29	89.3%	10.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	13	7	5	1	29	57.1%	42.9%
26. In my position, I receive appropriate and adequate support and training.	3	19	6	1		29	75.9%	24.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	8	16	2	29	11.1%	88.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	9	17	2	29	3.7%	96.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	6	11	9	2	29	25.9%	74.1%