

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	15	7	4		29	62.1%	37.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	14	9	4		29	55.2%	44.8%
3. I personally feel successful in my work.	6	14	7	1		29	69.0%	27.6%
4. I feel involved in decision-making at my school/worksite.	3	10	8	8		29	44.8%	55.2%
5. I want to be involved in decision-making at my school/worksite.	8	17	1	1	1	29	89.3%	7.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	8	10	7		29	37.9%	58.6%
7. In my school/worksite, I am treated as a professional.	7	15	5	2		29	75.9%	24.1%
8. There is good teamwork among staff in my school/worksite.	9	17	3			29	89.7%	10.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	15	7	3	1	29	60.7%	35.7%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	11	13	2	2		29	82.8%	13.8%
11. My work performance is evaluated fairly.	1	13	6	7	1	29	50.0%	46.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		6	11	12		29	20.7%	79.3%
13. I am provided adequate work and storage space to prepare for and do my job.	1	25	1	2		29	89.7%	10.3%
14. My administrators/supervisors respect the negotiated contracts.	5	20	3	1		29	86.2%	13.8%
15. My planning time is respected by my school administrations/supervisors.	5	14	8		1	29	67.9%	28.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	12	9	3	2	29	55.6%	44.4%
17. In my school, student misbehavior interferes with learning.	10	12	6		1	29	78.6%	21.4%
18. Too much instructional time is spent administering assessments.	17	6	4	1	1	29	82.1%	17.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	10	5	1	29	42.9%	53.6%
20. Increased workload has contributed to a decline in my morale.	13	9	5	1		29	75.9%	20.7%
21. I am paid fairly		5	8	15		29	17.2%	79.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		15	8	6		29	51.7%	48.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		9	9	10		29	31.0%	65.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	8	17	2	1	1	29	89.3%	10.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	14	10	2	1	29	57.1%	42.9%
26. In my position, I receive appropriate and adequate support and training.	3	15	7	3	1	29	64.3%	35.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	11	13	2	29	11.1%	88.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	11	12	2	29	11.1%	85.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	7	12	8	1	29	28.6%	71.4%