

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	16	4	5		32	71.9%	28.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	20	6	3		32	71.9%	28.1%
3. I personally feel successful in my work.	5	22	3	1		32	84.4%	12.5%
4. I feel involved in decision-making at my school/worksite.	1	19	9	3		32	62.5%	37.5%
5. I want to be involved in decision-making at my school/worksite.	3	21	5	3		32	75.0%	25.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	15	7	3	1	32	67.7%	32.3%
7. In my school/worksite, I am treated as a professional.	7	21	2	2		32	87.5%	12.5%
8. There is good teamwork among staff in my school/worksite.	5	24	2	1		32	90.6%	9.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	20	4	2	2	32	80.0%	20.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	8	19	2	3		32	84.4%	15.6%
11. My work performance is evaluated fairly.	4	21	6	1		32	78.1%	21.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	9	9	12	1	32	32.3%	67.7%
13. I am provided adequate work and storage space to prepare for and do my job.	6	22	3	1		32	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	10	20	1	1		32	93.8%	6.3%
15. My planning time is respected by my school administrations/supervisors.	5	19	4		4	32	85.7%	14.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	19	4	1		32	84.4%	15.6%
17. In my school, student misbehavior interferes with learning.		6	17	7	1	32	19.4%	77.4%
18. Too much instructional time is spent administering assessments.	10	14	5		3	32	82.8%	17.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	17	9	5		32	56.3%	43.8%
20. Increased workload has contributed to a decline in my morale.	15	8	3	1	4	32	82.1%	14.3%
21. I am paid fairly		13	10	9		32	40.6%	59.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		15	10	4	2	32	50.0%	46.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	7	11	9	3	32	31.0%	69.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	9	17	5		1	32	83.9%	16.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	21	5	1	1	32	80.6%	19.4%
26. In my position, I receive appropriate and adequate support and training.	4	22	5	1		32	81.3%	18.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	12	18		32	6.3%	93.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	11	19		32	6.3%	93.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	10	12	6	1	32	41.9%	58.1%