

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	6	5	11		23	30.4%	69.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	8	6	7		23	43.5%	56.5%
3. I personally feel successful in my work.	3	10	6	4		23	56.5%	43.5%
4. I feel involved in decision-making at my school/worksite.		6	13	4		23	26.1%	73.9%
5. I want to be involved in decision-making at my school/worksite.	5	17				23	95.7%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	7	7	6		23	43.5%	56.5%
7. In my school/worksite, I am treated as a professional.	2	14	6	1		23	69.6%	30.4%
8. There is good teamwork among staff in my school/worksite.	4	13	5	1		23	73.9%	26.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	9	5	5		23	56.5%	43.5%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	3	11	6	3		23	60.9%	39.1%
11. My work performance is evaluated fairly.	3	13	6	1		23	69.6%	30.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		5	4	13	1	23	22.7%	77.3%
13. I am provided adequate work and storage space to prepare for and do my job.	5	14	1	3		23	82.6%	17.4%
14. My administrators/supervisors respect the negotiated contracts.	2	18	2	1		23	87.0%	13.0%
15. My planning time is respected by my school administrations/supervisors.	2	12	5	1	3	23	70.0%	30.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	6	6	10		23	30.4%	69.6%
17. In my school, student misbehavior interferes with learning.	16	7				23	100.0%	0.0%
18. Too much instructional time is spent administering assessments.	8	10	2	2	1	23	81.8%	18.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	8	1		23	60.9%	39.1%
20. Increased workload has contributed to a decline in my morale.	14	6	1	1	1	23	90.9%	9.1%
21. I am paid fairly	1	7	6	9		23	34.8%	65.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	11	8	3		23	52.2%	47.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		8	9	6		23	34.8%	65.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	4	16	3			23	87.0%	13.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	13	7	2		23	60.9%	39.1%
26. In my position, I receive appropriate and adequate support and training.	4	13	5	1		23	73.9%	26.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	7	4	10	1	23	36.4%	63.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	9	11	1	23	9.1%	90.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	4	8	6	1	23	36.4%	63.6%