

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	16	24	19		60	28.3%	71.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	22	23	11		60	43.3%	56.7%
3. I personally feel successful in my work.	21	34	4	1		60	91.7%	8.3%
4. I feel involved in decision-making at my school/worksite.	8	16	22	13		60	40.0%	58.3%
5. I want to be involved in decision-making at my school/worksite.	16	32	8	2		60	80.0%	16.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	22	12	17		60	50.0%	48.3%
7. In my school/worksite, I am treated as a professional.	13	32	12	3		60	75.0%	25.0%
8. There is good teamwork among staff in my school/worksite.	16	24	14	6		60	66.7%	33.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	26	7	2	4	60	83.9%	16.1%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	33	21	5	1		60	90.0%	10.0%
11. My work performance is evaluated fairly.	14	27	11	6		60	68.3%	28.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	22	12	17		60	50.0%	48.3%
13. I am provided adequate work and storage space to prepare for and do my job.	27	23	6	3		60	83.3%	15.0%
14. My administrators/supervisors respect the negotiated contracts.	16	37	4	3		60	88.3%	11.7%
15. My planning time is respected by my school administrations/supervisors.	13	32	5	5	3	60	78.9%	17.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	24	16	5	3	60	61.4%	36.8%
17. In my school, student misbehavior interferes with learning.	1	11	16	27	2	60	20.7%	74.1%
18. Too much instructional time is spent administering assessments.	20	21	8	4	4	60	73.2%	21.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	15	24	17		60	30.0%	68.3%
20. Increased workload has contributed to a decline in my morale.	30	18	7	4		60	80.0%	18.3%
21. I am paid fairly	1	8	24	27		60	15.0%	85.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	22	20	17		60	38.3%	61.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		15	27	17	1	60	25.4%	74.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	22	35	1	1		60	95.0%	3.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	29	17	4		60	61.7%	35.0%
26. In my position, I receive appropriate and adequate support and training.	11	34	10	4		60	75.0%	23.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	6	6	16	26	6	60	22.2%	77.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6	6	20	22	5	60	21.8%	76.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	11	19	16	14		60	50.0%	50.0%