

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	18	9	4		33	60.6%	39.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	21	7	2		33	72.7%	27.3%
3. I personally feel successful in my work.	5	21	5	2		33	78.8%	21.2%
4. I feel involved in decision-making at my school/worksite.	2	17	9	4	1	33	59.4%	40.6%
5. I want to be involved in decision-making at my school/worksite.	7	20	4	1	1	33	84.4%	15.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	18	4	3		33	78.8%	21.2%
7. In my school/worksite, I am treated as a professional.	12	18	3			33	90.9%	9.1%
8. There is good teamwork among staff in my school/worksite.	9	16	7			33	75.8%	21.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	14	8	1	5	33	67.9%	32.1%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	17	14	2			33	93.9%	6.1%
11. My work performance is evaluated fairly.	9	17	2	5		33	78.8%	21.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	14	5	11		33	51.5%	48.5%
13. I am provided adequate work and storage space to prepare for and do my job.	11	21	1			33	97.0%	3.0%
14. My administrators/supervisors respect the negotiated contracts.	9	18	5	1		33	81.8%	18.2%
15. My planning time is respected by my school administrations/supervisors.	8	15	5	2	1	33	71.9%	21.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	13	3	3	2	33	77.4%	19.4%
17. In my school, student misbehavior interferes with learning.		9	15	8	1	33	28.1%	71.9%
18. Too much instructional time is spent administering assessments.	2	12	13	3	3	33	46.7%	53.3%
19. HCPSS professional development experiences are meaningful and worthwhile.		14	14	4	1	33	43.8%	56.3%
20. Increased workload has contributed to a decline in my morale.	13	10	6	1	2	33	74.2%	22.6%
21. I am paid fairly	1	8	15	9		33	27.3%	72.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		17	12	3	1	33	53.1%	46.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		17	9	6	1	33	53.1%	46.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	10	20	2		1	33	93.8%	6.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	24	3	1	3	33	86.7%	13.3%
26. In my position, I receive appropriate and adequate support and training.	5	17	9	2		33	66.7%	33.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			14	17	2	33	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			10	20	2	33	0.0%	96.8%
29. In the last 12 months, I have experienced harassing behavior from parents.		1	14	15	2	33	3.2%	93.5%