

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	15	1	1		23	91.3%	8.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	14		1		23	95.7%	4.3%
3. I personally feel successful in my work.	5	17	1			23	95.7%	4.3%
4. I feel involved in decision-making at my school/worksite.	4	12	4	2	1	23	72.7%	27.3%
5. I want to be involved in decision-making at my school/worksite.	10	12	1			23	95.7%	4.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	9	2	1		23	87.0%	13.0%
7. In my school/worksite, I am treated as a professional.	13	9	1			23	95.7%	4.3%
8. There is good teamwork among staff in my school/worksite.	9	13	1			23	95.7%	4.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	11	5	1	1	23	72.7%	27.3%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	7	9	6	1		23	69.6%	30.4%
11. My work performance is evaluated fairly.	10	10	1	1	1	23	90.9%	9.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	6	7	5		23	47.8%	52.2%
13. I am provided adequate work and storage space to prepare for and do my job.	5	11	3	3	1	23	72.7%	27.3%
14. My administrators/supervisors respect the negotiated contracts.	10	11		1		23	91.3%	4.3%
15. My planning time is respected by my school administrations/supervisors.	7	13		2	1	23	90.9%	9.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	16			1	23	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.	8	11	2	2		23	82.6%	17.4%
18. Too much instructional time is spent administering assessments.	5	7	6	2	2	23	57.1%	38.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	15	4	3		23	69.6%	30.4%
20. Increased workload has contributed to a decline in my morale.	8	7	5	3		23	65.2%	34.8%
21. I am paid fairly		5	7	11		23	21.7%	78.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	9	9	2	2	23	47.6%	52.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		3	11	7	2	23	14.3%	85.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	10	10			3	23	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	18	2	1		23	87.0%	13.0%
26. In my position, I receive appropriate and adequate support and training.	4	17	1	1		23	91.3%	8.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	2	17	1	23	13.6%	86.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	3	16	1	23	9.1%	86.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	3	7	8	2	23	23.8%	71.4%