

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	16	5			26	80.8%	19.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	16	6			26	76.9%	23.1%
3. I personally feel successful in my work.	8	13	4	1		26	80.8%	19.2%
4. I feel involved in decision-making at my school/worksite.	2	17	5	2		26	73.1%	26.9%
5. I want to be involved in decision-making at my school/worksite.	7	19				26	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	12	8			26	69.2%	30.8%
7. In my school/worksite, I am treated as a professional.	9	16		1		26	96.2%	3.8%
8. There is good teamwork among staff in my school/worksite.	8	15	3			26	88.5%	11.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	13	5	3	1	26	68.0%	32.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	8	12	4	1		26	76.9%	19.2%
11. My work performance is evaluated fairly.	10	14	2			26	92.3%	7.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	8	14	2		26	38.5%	61.5%
13. I am provided adequate work and storage space to prepare for and do my job.	5	8	9	3		26	50.0%	46.2%
14. My administrators/supervisors respect the negotiated contracts.	9	16	1			26	96.2%	3.8%
15. My planning time is respected by my school administrations/supervisors.	5	12	6	2	1	26	68.0%	32.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	15	3		1	26	88.0%	12.0%
17. In my school, student misbehavior interferes with learning.	6	13	5	1	1	26	76.0%	24.0%
18. Too much instructional time is spent administering assessments.	2	11	12		1	26	52.0%	48.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	16	5	2	1	26	68.0%	28.0%
20. Increased workload has contributed to a decline in my morale.	5	16	2	2	1	26	84.0%	16.0%
21. I am paid fairly	1	5	10	10		26	23.1%	76.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	19	4			26	80.8%	15.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	10	10	2	2	26	45.8%	50.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	10	13	2	1		26	88.5%	11.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	17	6		1	26	76.0%	24.0%
26. In my position, I receive appropriate and adequate support and training.	2	19	3	2		26	80.8%	19.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	10	13		26	7.7%	88.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	12	12	1	26	4.0%	96.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		3	11	12		26	11.5%	88.5%