

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	14	15	16		48	35.4%	64.6%
2. There is an atmosphere of open communication and trust in my school/worksite.		21	15	12		48	43.8%	56.3%
3. I personally feel successful in my work.	6	32	8	2		48	79.2%	20.8%
4. I feel involved in decision-making at my school/worksite.	1	20	17	9		48	43.8%	54.2%
5. I want to be involved in decision-making at my school/worksite.	13	30	3	1	1	48	91.5%	8.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	24	11	9	1	48	57.4%	42.6%
7. In my school/worksite, I am treated as a professional.	9	23	10	5		48	66.7%	31.3%
8. There is good teamwork among staff in my school/worksite.	5	33	8	2		48	79.2%	20.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	35	6	3	2	48	80.4%	19.6%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	6	28	11	3		48	70.8%	29.2%
11. My work performance is evaluated fairly.	3	34	9	1		48	77.1%	20.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		22	12	13	1	48	46.8%	53.2%
13. I am provided adequate work and storage space to prepare for and do my job.	2	29	13	3	1	48	66.0%	34.0%
14. My administrators/supervisors respect the negotiated contracts.	7	34	4	3		48	85.4%	14.6%
15. My planning time is respected by my school administrations/supervisors.	8	21	5	6	8	48	72.5%	27.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	22	9	10	5	48	55.8%	44.2%
17. In my school, student misbehavior interferes with learning.	22	20	6			48	87.5%	12.5%
18. Too much instructional time is spent administering assessments.	10	19	16	1	2	48	63.0%	37.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		20	20	7		48	41.7%	56.3%
20. Increased workload has contributed to a decline in my morale.	16	20	9	2	1	48	76.6%	23.4%
21. I am paid fairly		8	22	17		48	16.7%	81.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	35	6	5		48	77.1%	22.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	17	19	8	1	48	40.4%	57.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	12	31	4		1	48	91.5%	8.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	31	6	4	2	48	78.3%	21.7%
26. In my position, I receive appropriate and adequate support and training.	5	34	6	3		48	81.3%	18.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		6	19	23		48	12.5%	87.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		5	20	22		48	10.4%	87.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	6	28	13		48	14.6%	85.4%