

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	7	24	1	3		35	88.6%	11.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	20	6	1		34	79.4%	20.6%
3. I personally feel successful in my work.	12	21	2			35	94.3%	5.7%
4. I feel involved in decision-making at my school/worksite.	7	24	4			35	88.6%	11.4%
5. I want to be involved in decision-making at my school/worksite.	10	19	4		1	34	87.9%	12.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	15	6	5		35	68.6%	31.4%
7. In my school/worksite, I am treated as a professional.	12	19	4			35	88.6%	11.4%
8. There is good teamwork among staff in my school/worksite.	11	20	4			35	88.6%	11.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	17	5	2	1	35	79.4%	20.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	18	7	1	1	35	76.5%	23.5%
11. My work performance is evaluated fairly.	14	20				34	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	18	6	3	1	35	73.5%	26.5%
13. I am provided adequate work and storage space to prepare for and do my job.	12	15	4	3	1	35	79.4%	20.6%
14. My administrators/supervisors respect the negotiated contracts.	16	18	1			35	97.1%	2.9%
15. My planning time is respected by my school administrations/supervisors.	13	15	1	1	5	35	93.3%	6.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	19	2		1	35	94.1%	5.9%
17. In my school, student misbehavior interferes with learning.	5	11	13	5	1	35	47.1%	52.9%
18. Too much instructional time is spent administering assessments.	9	14	8		4	35	74.2%	25.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	20	10	1		34	67.6%	32.4%
20. Increased workload has contributed to a decline in my morale.	7	8	16	2	2	35	45.5%	54.5%
21. I am paid fairly.		14	10	9		33	42.4%	57.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		12	13	10		35	34.3%	65.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	15	16	2		35	48.6%	51.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	27	1			34	97.1%	2.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	25	6			35	82.9%	17.1%
26. In my position, I receive appropriate and adequate support and training.	12	20	1			33	97.0%	3.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	16	13	1	35	14.7%	85.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		4	13	16	2	35	12.1%	87.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	16	12	2	35	15.2%	84.8%