

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	7			27	74.1%	25.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	17	4	1		27	81.5%	18.5%
3. I personally feel successful in my work.	11	12	4			27	85.2%	14.8%
4. I feel involved in decision-making at my school/worksite.	6	13	5	2	1	27	73.1%	26.9%
5. I want to be involved in decision-making at my school/worksite.	7	16	3		1	27	88.5%	11.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	15	4	2		27	77.8%	22.2%
7. In my school/worksite, I am treated as a professional.	7	18	1			26	96.2%	3.8%
8. There is good teamwork among staff in my school/worksite.	6	16	4	1		27	81.5%	18.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	10	4		6	27	81.0%	19.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	15	3			27	88.9%	11.1%
11. My work performance is evaluated fairly.	4	17	5	1		27	77.8%	22.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	8	9	7		27	40.7%	59.3%
13. I am provided adequate work and storage space to prepare for and do my job.	8	13	3	3		27	77.8%	22.2%
14. My administrators/supervisors respect the negotiated contracts.	11	16				27	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	7	12	5		3	27	79.2%	20.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	18			3	27	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.	1	14	7	4	1	27	57.7%	42.3%
18. Too much instructional time is spent administering assessments.	17	9			1	27	100.0%	0.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	13	9	2		27	59.3%	40.7%
20. Increased workload has contributed to a decline in my morale.	8	14	3	1		26	84.6%	15.4%
21. I am paid fairly.	1	10	13	2		26	42.3%	57.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		7	11	6	1	25	29.2%	70.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		4	11	8	1	24	17.4%	82.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	12	1			25	96.0%	4.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	17	3	1	1	27	84.6%	15.4%
26. In my position, I receive appropriate and adequate support and training.	9	16	2			27	92.6%	7.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	7	16		27	14.8%	85.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	9	17		27	3.7%	96.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	12	9		27	22.2%	77.8%