

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	9	11	12		35	34.3%	65.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	19	7	3	1	35	70.6%	29.4%
3. I personally feel successful in my work.	6	19	5	5		35	71.4%	28.6%
4. I feel involved in decision-making at my school/worksite.	6	13	14	2		35	54.3%	45.7%
5. I want to be involved in decision-making at my school/worksite.	13	18	3			35	88.6%	8.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	13	12	4		35	54.3%	45.7%
7. In my school/worksite, I am treated as a professional.	11	16	5	3		35	77.1%	22.9%
8. There is good teamwork among staff in my school/worksite.	7	24	2	2		35	88.6%	11.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	17	9	2	3	35	62.5%	34.4%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	9	19	3	4		35	80.0%	20.0%
11. My work performance is evaluated fairly.	6	16	8	5		35	62.9%	37.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		8	11	16		35	22.9%	77.1%
13. I am provided adequate work and storage space to prepare for and do my job.	9	18	6	2		35	77.1%	22.9%
14. My administrators/supervisors respect the negotiated contracts.	10	22	1	2		35	91.4%	8.6%
15. My planning time is respected by my school administrations/supervisors.	7	15	8	3	2	35	66.7%	33.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	21	4	1	1	35	85.3%	14.7%
17. In my school, student misbehavior interferes with learning.	6	11	13	3	1	35	50.0%	47.1%
18. Too much instructional time is spent administering assessments.	19	13	2		1	35	94.1%	5.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	16	4	1	35	41.2%	58.8%
20. Increased workload has contributed to a decline in my morale.	22	11	2			35	94.3%	5.7%
21. I am paid fairly		3	12	20		35	8.6%	91.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		3	8	22	1	35	8.8%	88.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		1	11	23		35	2.9%	97.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	14	19	1	1		35	94.3%	5.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	15	9	5	3	35	56.3%	43.8%
26. In my position, I receive appropriate and adequate support and training.	5	15	9	6		35	57.1%	42.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		5	11	18	1	35	14.7%	85.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	14	18	1	35	5.9%	94.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	3	16	15		35	11.4%	88.6%