

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	7				15	100.0%	0.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	6	1			15	93.3%	6.7%
3. I personally feel successful in my work.	10	4	1			15	93.3%	6.7%
4. I feel involved in decision-making at my school/worksite.	8	5	1	1		15	86.7%	13.3%
5. I want to be involved in decision-making at my school/worksite.	9	6				15	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	3	1	1		15	86.7%	13.3%
7. In my school/worksite, I am treated as a professional.	9	6				15	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	7	8				15	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	7				15	100.0%	0.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	9	5	1			15	93.3%	6.7%
11. My work performance is evaluated fairly.	9	5				15	93.3%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	2	4	2		15	53.3%	40.0%
13. I am provided adequate work and storage space to prepare for and do my job.	8	5			1	15	92.9%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	12	2				15	93.3%	0.0%
15. My planning time is respected by my school administrations/supervisors.	9	3			2	15	92.3%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	3				15	93.3%	0.0%
17. In my school, student misbehavior interferes with learning.			7	5	1	15	0.0%	85.7%
18. Too much instructional time is spent administering assessments.	3	3	6	1	1	15	42.9%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	10		3		15	73.3%	20.0%
20. Increased workload has contributed to a decline in my morale.	2	4	7	2		15	40.0%	60.0%
21. I am paid fairly		3	7	4		15	20.0%	73.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		5	4	4	1	15	35.7%	57.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		7	4	2		15	46.7%	40.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	2	12				15	93.3%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	10	1	2		15	80.0%	20.0%
26. In my position, I receive appropriate and adequate support and training.	6	6	2	1		15	80.0%	20.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			4	10	1	15	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	2	10	1	15	14.3%	85.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	2		6	6	1	15	14.3%	85.7%