

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	16	1	1		28	92.9%	7.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	16	1	1		28	92.9%	7.1%
3. I personally feel successful in my work.	10	13	5			28	82.1%	17.9%
4. I feel involved in decision-making at my school/worksite.	8	13	5		2	28	80.8%	19.2%
5. I want to be involved in decision-making at my school/worksite.	11	14	1		2	28	96.2%	3.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	14	1	1	1	28	92.6%	7.4%
7. In my school/worksite, I am treated as a professional.	11	15	1			28	92.9%	3.6%
8. There is good teamwork among staff in my school/worksite.	12	12	4			28	85.7%	14.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	14	1	2		28	82.1%	10.7%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	12	14	2			28	92.9%	7.1%
11. My work performance is evaluated fairly.	9	14	3		2	28	88.5%	11.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	16	6	3	1	28	63.0%	33.3%
13. I am provided adequate work and storage space to prepare for and do my job.	9	14	3	1		28	82.1%	14.3%
14. My administrators/supervisors respect the negotiated contracts.	13	15				28	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	10	13	1		4	28	95.8%	4.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	12	2	1	3	28	88.0%	12.0%
17. In my school, student misbehavior interferes with learning.	2	5	16	5		28	25.0%	75.0%
18. Too much instructional time is spent administering assessments.	7	10	4	3	3	28	68.0%	28.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	16	5	3	1	28	70.4%	29.6%
20. Increased workload has contributed to a decline in my morale.	9	10	6		2	28	73.1%	23.1%
21. I am paid fairly	2	4	10	12		28	21.4%	78.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	9	6	9		28	42.9%	53.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		5	13	9	1	28	18.5%	81.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	19	8	1			28	96.4%	3.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	16	2		2	28	92.3%	7.7%
26. In my position, I receive appropriate and adequate support and training.	5	14	6	2	1	28	70.4%	29.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	2	10	13		28	17.9%	82.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	3	7	15		28	21.4%	78.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	4	8	12		28	28.6%	71.4%