

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	8				15	100.0%	0.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	7	1			15	93.3%	6.7%
3. I personally feel successful in my work.	8	6	1			15	93.3%	6.7%
4. I feel involved in decision-making at my school/worksite.	4	8	2	1		15	80.0%	20.0%
5. I want to be involved in decision-making at my school/worksite.	5	8	1		1	15	92.9%	7.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	4	2			15	86.7%	13.3%
7. In my school/worksite, I am treated as a professional.	8	6	1			15	93.3%	6.7%
8. There is good teamwork among staff in my school/worksite.	7	5	3			15	80.0%	20.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	5	1		4	15	90.9%	9.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	7	2	1		15	80.0%	20.0%
11. My work performance is evaluated fairly.	4	6	2	3		15	66.7%	33.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	6	4			15	73.3%	26.7%
13. I am provided adequate work and storage space to prepare for and do my job.	7	7	1			15	93.3%	6.7%
14. My administrators/supervisors respect the negotiated contracts.	11	4				15	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	5	5			5	15	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	8	1		3	15	91.7%	8.3%
17. In my school, student misbehavior interferes with learning.		2	6	4	3	15	16.7%	83.3%
18. Too much instructional time is spent administering assessments.	5	3	2		5	15	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		5	3	4	3	15	41.7%	58.3%
20. Increased workload has contributed to a decline in my morale.	1	6	5	3		15	46.7%	53.3%
21. I am paid fairly.	1	7	5	2		15	53.3%	46.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	7	1			15	93.3%	6.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	8		1		15	93.3%	6.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	7	8				15	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	9	1		1	15	92.9%	7.1%
26. In my position, I receive appropriate and adequate support and training.	3	10	1	1		15	86.7%	13.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1		5	9		15	6.7%	93.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			5	10		15	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		4	5	6		15	26.7%	73.3%