

HARPER'S CHOICE MS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	22	8	6		39	64.1%	35.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	19	12	4		38	57.9%	42.1%
3. I personally feel successful in my work.	11	20	5	2		38	81.6%	18.4%
4. I feel involved in decision-making at my school/worksite.	3	18	13	4	1	39	55.3%	44.7%
5. I want to be involved in decision-making at my school/worksite.	8	26	4		1	39	89.5%	10.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	21	8	4		39	69.2%	30.8%
7. In my school/worksite, I am treated as a professional.	12	23	3	1		39	89.7%	10.3%
8. There is good teamwork among staff in my school/worksite.	7	20	11	1		39	69.2%	30.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	23	3	1	4	39	88.6%	11.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	18	9	5		38	63.2%	36.8%
11. My work performance is evaluated fairly.	8	18	3	7	2	38	72.2%	27.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	13	14	7	3	1	38	73.0%	27.0%
13. I am provided adequate work and storage space to prepare for and do my job.	18	14	5	2		39	82.1%	17.9%
14. My administrators/supervisors respect the negotiated contracts.	18	17	3		1	39	92.1%	7.9%
15. My planning time is respected by my school administrations/supervisors.	21	10			8	39	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	13	10	9	3	39	47.2%	52.8%
17. In my school, student misbehavior interferes with learning.	19	11	2	5	2	39	81.1%	18.9%
18. Too much instructional time is spent administering assessments.	7	14	10	3	4	38	61.8%	38.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	16	11	9	2	39	45.9%	54.1%
20. Increased workload has contributed to a decline in my morale.	1	8	21	7	1	38	24.3%	75.7%
21. I am paid fairly.	6	21	9	2		38	71.1%	28.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	14	20	5			39	87.2%	12.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	19	10		1	39	73.7%	26.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	11	22	2	1	2	38	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	20	8	4		39	69.2%	30.8%
26. In my position, I receive appropriate and adequate support and training.	7	20	9	2		38	71.1%	28.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	13	19	3	39	11.1%	88.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	14	19	3	38	5.7%	94.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	4	12	13	3	37	26.5%	73.5%