

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	17	4	2		29	79.3%	20.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	13	8	3		29	62.1%	37.9%
3. I personally feel successful in my work.	9	18	2			29	93.1%	6.9%
4. I feel involved in decision-making at my school/worksite.	4	14	7	4		29	62.1%	37.9%
5. I want to be involved in decision-making at my school/worksite.	6	20	2		1	29	92.9%	7.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	10	8	4	1	29	57.1%	42.9%
7. In my school/worksite, I am treated as a professional.	10	14	4	1		29	82.8%	17.2%
8. There is good teamwork among staff in my school/worksite.	12	14	1	1		28	92.9%	7.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	18	3	1	1	29	85.7%	14.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	14	5	1		29	79.3%	20.7%
11. My work performance is evaluated fairly.	8	14	5		2	29	81.5%	18.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	13	4	4	1	29	71.4%	28.6%
13. I am provided adequate work and storage space to prepare for and do my job.	5	17	6	1		29	75.9%	24.1%
14. My administrators/supervisors respect the negotiated contracts.	10	18	1			29	96.6%	3.4%
15. My planning time is respected by my school administrations/supervisors.	10	11	4		4	29	84.0%	16.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	12	6	2	1	28	70.4%	29.6%
17. In my school, student misbehavior interferes with learning.	13	10	3	1	1	28	85.2%	14.8%
18. Too much instructional time is spent administering assessments.	3	16	5	2	3	29	73.1%	26.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	17	8	1		29	69.0%	31.0%
20. Increased workload has contributed to a decline in my morale.	2	13	10	3		28	53.6%	46.4%
21. I am paid fairly.	2	16	4	7		29	62.1%	37.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	15	14				29	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	19	2			29	93.1%	6.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	14	13	1	1		29	93.1%	6.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	17	2			29	93.1%	6.9%
26. In my position, I receive appropriate and adequate support and training.	5	17	5	2		29	75.9%	24.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1		12	14	1	28	3.7%	96.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	4	11	11	1	29	21.4%	78.6%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	12	11		28	17.9%	82.1%