

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	9	2	3		20	75.0%	25.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	4	4			20	80.0%	20.0%
3. I personally feel successful in my work.	11	9				20	100.0%	0.0%
4. I feel involved in decision-making at my school/worksite.	3	13	4			20	80.0%	20.0%
5. I want to be involved in decision-making at my school/worksite.	6	14				20	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	9	6	2	3		20	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	12	6	2			20	90.0%	10.0%
8. There is good teamwork among staff in my school/worksite.	12	7	1			20	95.0%	5.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	4		1	12	20	87.5%	12.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	7	5	2	1	20	63.2%	36.8%
11. My work performance is evaluated fairly.	9	9		2		20	90.0%	10.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	4	4	3	1	20	63.2%	36.8%
13. I am provided adequate work and storage space to prepare for and do my job.	10	8	1	1		20	90.0%	10.0%
14. My administrators/supervisors respect the negotiated contracts.	11	6	1	1	1	20	89.5%	10.5%
15. My planning time is respected by my school administrations/supervisors.	5	3		1	10	19	88.9%	11.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	1			18	20	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.					20	20	0.0%	0.0%
18. Too much instructional time is spent administering assessments.		1	1		18	20	50.0%	50.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	11	2	2	3	20	76.5%	23.5%
20. Increased workload has contributed to a decline in my morale.	2	5	8	3	2	20	38.9%	61.1%
21. I am paid fairly.	2	12	5	1		20	70.0%	30.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	6	3	3		20	70.0%	30.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	11	5	1		20	70.0%	30.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	4	13	1		2	20	94.4%	5.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	11	4			20	80.0%	20.0%
26. In my position, I receive appropriate and adequate support and training.	8	11	1			20	95.0%	5.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1		3	14	1	19	5.6%	94.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		3	14	1	19	5.6%	94.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	3	3	9	2	20	33.3%	66.7%