

Question	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	5	10	3	2		20	75.0%	25.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	13	3	2		20	75.0%	25.0%
3. I personally feel successful in my work.	6	11	2	1		20	85.0%	15.0%
4. I feel involved in decision-making at my school/worksite.	3	10	3	3		20	65.0%	30.0%
5. I want to be involved in decision-making at my school/worksite.	4	15				20	95.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	10	2	2	1	20	73.7%	21.1%
7. In my school/worksite, I am treated as a professional.	5	13	2			20	90.0%	10.0%
8. There is good teamwork among staff in my school/worksite.	8	10	1	1		20	90.0%	10.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	6	2		9	20	81.8%	18.2%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	2	12	4		1	20	73.7%	21.1%
11. My work performance is evaluated fairly.	4	13	1	1	1	20	89.5%	10.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	5	5	3	3	20	47.1%	47.1%
13. I am provided adequate work and storage space to prepare for and do my job.	5	11	3		1	20	84.2%	15.8%
14. My administrators/supervisors respect the negotiated contracts.	6	12	1		1	20	94.7%	5.3%
15. My planning time is respected by my school administrations/supervisors.	5	3			12	20	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	9			9	20	90.9%	0.0%
17. In my school, student misbehavior interferes with learning.	1	3	2	5	9	20	36.4%	63.6%
18. Too much instructional time is spent administering assessments.	4	3	2	2	7	20	53.8%	30.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	8	4	3	2	20	61.1%	38.9%
20. Increased workload has contributed to a decline in my morale.	3	8	6	1	2	20	61.1%	38.9%
21. I am paid fairly	2	9	4	5		20	55.0%	45.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		8	8	2	2	20	44.4%	55.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		7	7	4	2	20	38.9%	61.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	3	13	2		2	20	88.9%	11.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		12	5	1	2	20	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	4	6	7	1	1	20	52.6%	42.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	2	12	1	20	21.1%	73.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	7	11		20	5.0%	90.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3		3	9	5	20	20.0%	80.0%