

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	15	1			22	95.5%	4.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	15	1			22	95.5%	4.5%
3. I personally feel successful in my work.	9	11	2			22	90.9%	9.1%
4. I feel involved in decision-making at my school/worksite.	4	13	3	1	1	22	81.0%	19.0%
5. I want to be involved in decision-making at my school/worksite.	6	15	1			22	95.5%	4.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	12	1	1	2	22	90.0%	10.0%
7. In my school/worksite, I am treated as a professional.	9	11	2			22	90.9%	9.1%
8. There is good teamwork among staff in my school/worksite.	7	14		1		22	95.5%	4.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	13	2	1	1	22	85.7%	14.3%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	4	15	2		1	22	90.5%	9.5%
11. My work performance is evaluated fairly.	5	13	3	1		22	81.8%	18.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	9	4	8		22	45.5%	54.5%
13. I am provided adequate work and storage space to prepare for and do my job.	4	12	4	2		22	72.7%	27.3%
14. My administrators/supervisors respect the negotiated contracts.	10	11	1			22	95.5%	4.5%
15. My planning time is respected by my school administrations/supervisors.	8	11	1	2		22	86.4%	13.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	11	2			22	90.9%	9.1%
17. In my school, student misbehavior interferes with learning.	1	4	13	4		22	22.7%	77.3%
18. Too much instructional time is spent administering assessments.	1	7	13	1		22	36.4%	63.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	11	5	3	1	22	61.9%	38.1%
20. Increased workload has contributed to a decline in my morale.	5	9	4	4		22	63.6%	36.4%
21. I am paid fairly		4	10	8		22	18.2%	81.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	15	2	3		22	77.3%	22.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	10	6	4	1	22	52.4%	47.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	9	13				22	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	15	4			22	81.8%	18.2%
26. In my position, I receive appropriate and adequate support and training.	5	13	2	2		22	81.8%	18.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	4	17		22	4.5%	95.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	4	17		22	4.5%	95.5%
29. In the last 12 months, I have experienced harassing behavior from parents.			11	11		22	0.0%	100.0%