

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	4	19	10	5		38	60.5%	39.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	17	10	4		38	60.5%	36.8%
3. I personally feel successful in my work.	10	20	8			38	78.9%	21.1%
4. I feel involved in decision-making at my school/worksite.	3	17	11	6		38	52.6%	44.7%
5. I want to be involved in decision-making at my school/worksite.	9	25	3	1		38	89.5%	10.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	18	10	4	1	38	59.5%	37.8%
7. In my school/worksite, I am treated as a professional.	9	23	4	2		38	84.2%	15.8%
8. There is good teamwork among staff in my school/worksite.	7	21	9	1		38	73.7%	26.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	28	3		1	38	91.9%	8.1%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	6	23	6	3		38	76.3%	23.7%
11. My work performance is evaluated fairly.	6	25	5	1	1	38	83.8%	16.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	10	13	11	1	38	35.1%	64.9%
13. I am provided adequate work and storage space to prepare for and do my job.	9	22	5	1	1	38	83.8%	16.2%
14. My administrators/supervisors respect the negotiated contracts.	10	26	2			38	94.7%	5.3%
15. My planning time is respected by my school administrations/supervisors.	7	17	5	1	8	38	80.0%	20.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	18	8	2	2	38	72.2%	27.8%
17. In my school, student misbehavior interferes with learning.	11	15	9	3		38	68.4%	31.6%
18. Too much instructional time is spent administering assessments.	4	12	15	3	4	38	47.1%	52.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	22	9	4		38	63.2%	34.2%
20. Increased workload has contributed to a decline in my morale.	17	13	6	2		38	78.9%	21.1%
21. I am paid fairly		10	9	19		38	26.3%	73.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		14	14	9		38	36.8%	60.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		10	12	15		38	26.3%	71.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	10	20	6	1		38	78.9%	18.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	25	7			38	81.6%	18.4%
26. In my position, I receive appropriate and adequate support and training.	5	24	9			38	76.3%	23.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	6	12	15	3	38	22.9%	77.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	12	20	4	38	5.9%	94.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	3	15	16	1	38	16.2%	83.8%