

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	19	10			31	67.7%	32.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	20	7	1		31	74.2%	25.8%
3. I personally feel successful in my work.	3	26	2			31	93.5%	6.5%
4. I feel involved in decision-making at my school/worksite.	3	11	14	3		31	45.2%	54.8%
5. I want to be involved in decision-making at my school/worksite.	8	17	5		1	31	83.3%	16.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	16	9			31	67.7%	29.0%
7. In my school/worksite, I am treated as a professional.	11	14	3	1		31	80.6%	12.9%
8. There is good teamwork among staff in my school/worksite.	6	22	2		1	31	93.3%	6.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	18	7	1	3	31	71.4%	28.6%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	7	16	7	1		31	74.2%	25.8%
11. My work performance is evaluated fairly.	6	22	1	1	1	31	93.3%	6.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	14	10	4		31	54.8%	45.2%
13. I am provided adequate work and storage space to prepare for and do my job.	4	15	8	3	1	31	63.3%	36.7%
14. My administrators/supervisors respect the negotiated contracts.	11	17		1	2	31	96.6%	3.4%
15. My planning time is respected by my school administrations/supervisors.	7	14	4	1	4	31	77.8%	18.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	16	4	1	3	31	82.1%	17.9%
17. In my school, student misbehavior interferes with learning.	4	16	8		3	31	71.4%	28.6%
18. Too much instructional time is spent administering assessments.	5	9	14		2	31	48.3%	48.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	13	8	6	1	31	50.0%	46.7%
20. Increased workload has contributed to a decline in my morale.	12	11	7	1		31	74.2%	25.8%
21. I am paid fairly		4	10	17		31	12.9%	87.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		10	10	7	2	31	34.5%	58.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		5	12	13	1	31	16.7%	83.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	10	19	1	1		31	93.5%	6.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	17	6	1	4	31	70.4%	25.9%
26. In my position, I receive appropriate and adequate support and training.	3	19	5	1	2	31	75.9%	20.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		6	8	12	5	31	23.1%	76.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		9	17	4	31	3.7%	96.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	6	10	8	5	31	26.9%	69.2%