

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	13	10	5		32	53.1%	46.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	15	10	3		32	59.4%	40.6%
3. I personally feel successful in my work.	5	22	4	1		32	84.4%	15.6%
4. I feel involved in decision-making at my school/worksite.	1	14	11	6		32	46.9%	53.1%
5. I want to be involved in decision-making at my school/worksite.	4	23	4		1	32	87.1%	12.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	12	10	7		32	46.9%	53.1%
7. In my school/worksite, I am treated as a professional.	6	19	4	3		32	78.1%	21.9%
8. There is good teamwork among staff in my school/worksite.	8	18	3	3		32	81.3%	18.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	22	7	2		32	71.9%	28.1%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	12	15	3	1		32	84.4%	12.5%
11. My work performance is evaluated fairly.	5	20	5	2		32	78.1%	21.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	12	10	8		32	43.8%	56.3%
13. I am provided adequate work and storage space to prepare for and do my job.	5	18	5	4		32	71.9%	28.1%
14. My administrators/supervisors respect the negotiated contracts.	5	21	4	1	1	32	83.9%	16.1%
15. My planning time is respected by my school administrations/supervisors.		15	12	2	3	32	51.7%	48.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	17	9	3	1	32	61.3%	38.7%
17. In my school, student misbehavior interferes with learning.	2	10	17	3		32	37.5%	62.5%
18. Too much instructional time is spent administering assessments.	4	11	15	1	1	32	48.4%	51.6%
19. HCPSS professional development experiences are meaningful and worthwhile.		18	10	3	1	32	58.1%	41.9%
20. Increased workload has contributed to a decline in my morale.	14	9	6	1	1	32	74.2%	22.6%
21. I am paid fairly	1	6	11	13		32	21.9%	75.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	20	4	7		32	65.6%	34.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	10	9		32	40.6%	59.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	12	18	1		1	32	96.8%	3.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	16	10	2	2	32	60.0%	40.0%
26. In my position, I receive appropriate and adequate support and training.	4	18	9	1		32	68.8%	31.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	5	10	15	1	32	19.4%	80.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	2	11	14	2	32	16.7%	83.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	6	11	14		32	21.9%	78.1%