

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	21	9	3		35	65.7%	34.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	25	3	4		35	80.0%	20.0%
3. I personally feel successful in my work.	7	25	3			35	91.4%	8.6%
4. I feel involved in decision-making at my school/worksite.	3	18	8	5	1	35	61.8%	38.2%
5. I want to be involved in decision-making at my school/worksite.	7	24	3			35	88.6%	8.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	21	5	6		35	68.6%	31.4%
7. In my school/worksite, I am treated as a professional.	9	19	5	2		35	80.0%	20.0%
8. There is good teamwork among staff in my school/worksite.	3	21	8	3		35	68.6%	31.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	14	8	7	1	35	52.9%	44.1%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	8	22	5			35	85.7%	14.3%
11. My work performance is evaluated fairly.	2	21	9	2	1	35	67.6%	32.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	9	14	9		35	31.4%	65.7%
13. I am provided adequate work and storage space to prepare for and do my job.	7	20	7	1		35	77.1%	22.9%
14. My administrators/supervisors respect the negotiated contracts.	5	23	4	2	1	35	82.4%	17.6%
15. My planning time is respected by my school administrations/supervisors.	4	20	6	1	4	35	77.4%	22.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	18	11	3	2	35	57.6%	42.4%
17. In my school, student misbehavior interferes with learning.	2	7	20	4	2	35	27.3%	72.7%
18. Too much instructional time is spent administering assessments.	16	10	5	1	3	35	81.3%	18.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	10	12	11	1	35	32.4%	67.6%
20. Increased workload has contributed to a decline in my morale.	12	15	5	2	1	35	79.4%	20.6%
21. I am paid fairly	1	11	15	8		35	34.3%	65.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	9	16	6	3	35	31.3%	68.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		7	12	14	2	35	21.2%	78.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	6	19	8		1	35	73.5%	23.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	21	7	4	1	35	67.6%	32.4%
26. In my position, I receive appropriate and adequate support and training.	1	19	12	3		35	57.1%	42.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	3	18	12		35	14.3%	85.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	2	17	12		35	17.1%	82.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	7	14	7	1	35	38.2%	61.8%