

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	15	13	1			29	96.6%	3.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	14	14	1			29	96.6%	3.4%
3. I personally feel successful in my work.	10	14	5			29	82.8%	17.2%
4. I feel involved in decision-making at my school/worksite.	8	14	4	2	1	29	78.6%	21.4%
5. I want to be involved in decision-making at my school/worksite.	14	12			3	29	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	10	3			29	82.8%	10.3%
7. In my school/worksite, I am treated as a professional.	18	8	2	1		29	89.7%	10.3%
8. There is good teamwork among staff in my school/worksite.	18	7	4			29	86.2%	13.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	14	4	1	1	29	82.1%	17.9%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	8	12	6	3		29	69.0%	31.0%
11. My work performance is evaluated fairly.	15	10	2	2		29	86.2%	13.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	6	10	5	1	29	46.4%	53.6%
13. I am provided adequate work and storage space to prepare for and do my job.	11	12	4	2		29	79.3%	20.7%
14. My administrators/supervisors respect the negotiated contracts.	17	11	1			29	96.6%	3.4%
15. My planning time is respected by my school administrations/supervisors.	15	8	1	1	4	29	92.0%	8.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	11			1	29	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.	6	11	8	3	1	29	60.7%	39.3%
18. Too much instructional time is spent administering assessments.	3	12	9	2	3	29	57.7%	42.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	15	7	2	1	29	60.7%	32.1%
20. Increased workload has contributed to a decline in my morale.	4	10	9	3	3	29	53.8%	46.2%
21. I am paid fairly	1	4	13	11		29	17.2%	82.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	16	5	4	1	29	67.9%	32.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		12	11	4	2	29	44.4%	55.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	7	17	2	1	2	29	88.9%	11.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	19	4	2	2	29	77.8%	22.2%
26. In my position, I receive appropriate and adequate support and training.	4	17	4	2	1	29	75.0%	21.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	8	18	1	29	7.1%	92.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	8	19		29	3.4%	93.1%
29. In the last 12 months, I have experienced harassing behavior from parents.		4	10	14	1	29	14.3%	85.7%