

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	24	7	1		38	78.9%	21.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	29	4	1		38	86.8%	13.2%
3. I personally feel successful in my work.	6	26	4	1		38	84.2%	13.2%
4. I feel involved in decision-making at my school/worksite.	3	16	11	4	4	38	55.9%	44.1%
5. I want to be involved in decision-making at my school/worksite.	8	25	3		2	38	91.7%	8.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	26	5	2		38	81.6%	18.4%
7. In my school/worksite, I am treated as a professional.	11	26	1			38	97.4%	2.6%
8. There is good teamwork among staff in my school/worksite.	8	25	4	1		38	86.8%	13.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	16	4	2	9	38	79.3%	20.7%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	9	25	4			38	89.5%	10.5%
11. My work performance is evaluated fairly.	6	25	4	3		38	81.6%	18.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	14	10	12	1	38	40.5%	59.5%
13. I am provided adequate work and storage space to prepare for and do my job.	7	24	5		1	38	83.8%	13.5%
14. My administrators/supervisors respect the negotiated contracts.	8	28	1			38	94.7%	2.6%
15. My planning time is respected by my school administrations/supervisors.	4	22	6	1	5	38	78.8%	21.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	18	7	1	7	38	74.2%	25.8%
17. In my school, student misbehavior interferes with learning.	5	9	15	4	5	38	42.4%	57.6%
18. Too much instructional time is spent administering assessments.	3	9	15		11	38	44.4%	55.6%
19. HCPSS professional development experiences are meaningful and worthwhile.		13	17	7	1	38	35.1%	64.9%
20. Increased workload has contributed to a decline in my morale.	9	19	8	1	1	38	75.7%	24.3%
21. I am paid fairly		11	10	17		38	28.9%	71.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		21	12	5		38	55.3%	44.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		14	11	13		38	36.8%	63.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	15	23				38	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		26	6	1	5	38	78.8%	21.2%
26. In my position, I receive appropriate and adequate support and training.		30	6	2		38	78.9%	21.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	18	16	2	38	5.6%	94.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	16	16	3	38	5.7%	91.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	14	14	3	38	17.1%	80.0%