

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	1	9	8	12		30	33.3%	66.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	7	10	12		30	26.7%	73.3%
3. I personally feel successful in my work.	3	21	4	2		30	80.0%	20.0%
4. I feel involved in decision-making at my school/worksite.	1	9	12	8		30	33.3%	66.7%
5. I want to be involved in decision-making at my school/worksite.	4	22	3	1		30	86.7%	13.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	7	6	14		29	31.0%	69.0%
7. In my school/worksite, I am treated as a professional.	3	12	9	6		30	50.0%	50.0%
8. There is good teamwork among staff in my school/worksite.	4	11	10	4		29	51.7%	48.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	12	8	6		30	53.3%	46.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	15	6	5		30	63.3%	36.7%
11. My work performance is evaluated fairly.	2	19	7	2		30	70.0%	30.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	15	8	4	1	29	57.1%	42.9%
13. I am provided adequate work and storage space to prepare for and do my job.	3	16	7	4		30	63.3%	36.7%
14. My administrators/supervisors respect the negotiated contracts.	5	14	9	2		30	63.3%	36.7%
15. My planning time is respected by my school administrations/supervisors.	2	17	5	1	5	30	76.0%	24.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	7	12	6	2	30	35.7%	64.3%
17. In my school, student misbehavior interferes with learning.	18	9	1	1	1	30	93.1%	6.9%
18. Too much instructional time is spent administering assessments.	8	11	8	1	2	30	67.9%	32.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	18	10	1		30	63.3%	36.7%
20. Increased workload has contributed to a decline in my morale.	5	12	9	2	2	30	60.7%	39.3%
21. I am paid fairly.		15	9	6		30	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	8	13	6	1	30	34.5%	65.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	18	10	1		30	63.3%	36.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	18	1			30	96.7%	3.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	19	5	2	2	30	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.	4	22	4			30	86.7%	13.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	10	12	3	30	18.5%	81.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	15	9	2	29	11.1%	88.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		3	13	13	1	30	10.3%	89.7%