

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	6	13	5	2		26	73.1%	26.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	9	8	3		26	57.7%	42.3%
3. I personally feel successful in my work.	14	10	2			26	92.3%	7.7%
4. I feel involved in decision-making at my school/worksite.	7	6	7	4	2	26	54.2%	45.8%
5. I want to be involved in decision-making at my school/worksite.	9	10	4		2	26	79.2%	16.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	10	5	4		26	65.4%	34.6%
7. In my school/worksite, I am treated as a professional.	9	12	1	4		26	80.8%	19.2%
8. There is good teamwork among staff in my school/worksite.	8	12	4	2		26	76.9%	23.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	12	3		1	26	84.0%	12.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	8	13	4	1		26	80.8%	19.2%
11. My work performance is evaluated fairly.	7	14	2	2	1	26	84.0%	16.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	10	5	3		26	69.2%	30.8%
13. I am provided adequate work and storage space to prepare for and do my job.	9	11	6			26	76.9%	23.1%
14. My administrators/supervisors respect the negotiated contracts.	9	16	1			26	96.2%	3.8%
15. My planning time is respected by my school administrations/supervisors.	5	12	4		5	26	81.0%	19.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	10	1	1	1	26	88.0%	8.0%
17. In my school, student misbehavior interferes with learning.	10	9	4	2		26	73.1%	23.1%
18. Too much instructional time is spent administering assessments.		5	12		8	26	27.8%	66.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	11	8	1	1	26	64.0%	36.0%
20. Increased workload has contributed to a decline in my morale.	3	8	10	4	1	26	44.0%	56.0%
21. I am paid fairly	1	8	10	7		26	34.6%	65.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	16	2	2		26	84.6%	15.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	16	4	5		26	65.4%	34.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	8	15	2	1		26	88.5%	11.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	16	3		1	26	84.0%	12.0%
26. In my position, I receive appropriate and adequate support and training.	9	12	4	1		26	80.8%	19.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	10	10	2	26	16.7%	83.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	11	10	3	26	8.7%	91.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	3	10	9	3	26	17.4%	82.6%