

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	5	17	2			24	91.7%	8.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	18	2			24	91.7%	8.3%
3. I personally feel successful in my work.	10	8	5	1		24	75.0%	25.0%
4. I feel involved in decision-making at my school/worksite.	4	13	5	1	1	24	73.9%	26.1%
5. I want to be involved in decision-making at my school/worksite.	8	11	3	1	1	24	82.6%	17.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	11	4	1		24	79.2%	20.8%
7. In my school/worksite, I am treated as a professional.	9	15				24	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	10	13	1			24	95.8%	4.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	6	4		2	24	81.8%	18.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	10	1	2		24	87.5%	12.5%
11. My work performance is evaluated fairly.	10	14				24	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	8	8	4	1	24	47.8%	52.2%
13. I am provided adequate work and storage space to prepare for and do my job.	8	13	1	2		24	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	13	11				24	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	10	7	1		6	24	94.4%	5.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	11		1	1	24	95.7%	4.3%
17. In my school, student misbehavior interferes with learning.	1	4	13	6		24	20.8%	79.2%
18. Too much instructional time is spent administering assessments.	5	9	7		3	24	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.		8	10	5	1	24	34.8%	65.2%
20. Increased workload has contributed to a decline in my morale.	5	9	8	2		24	58.3%	41.7%
21. I am paid fairly.	2	10	3	9		24	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		3	7	14		24	12.5%	87.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	9	5	4	2	23	57.1%	42.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	4	12	6	2		24	66.7%	33.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	9	6	4	2	24	54.5%	45.5%
26. In my position, I receive appropriate and adequate support and training.	5	8	9	2		24	54.2%	45.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			7	17		24	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	6	17		24	4.2%	95.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	1	13	9		24	8.3%	91.7%