

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	25	6	2		36	77.8%	22.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	23	3	3		35	82.9%	17.1%
3. I personally feel successful in my work.	10	23	2			35	94.3%	5.7%
4. I feel involved in decision-making at my school/worksite.	4	15	14	1	1	35	55.9%	44.1%
5. I want to be involved in decision-making at my school/worksite.	11	21	4			36	88.9%	11.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	23	6	2	2	36	76.5%	23.5%
7. In my school/worksite, I am treated as a professional.	17	14	3	2		36	86.1%	13.9%
8. There is good teamwork among staff in my school/worksite.	7	17	10	2		36	66.7%	33.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	20	7	2		36	75.0%	25.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	24	12				36	100.0%	0.0%
11. My work performance is evaluated fairly.	10	20	3	3		36	83.3%	16.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	10	13	8		36	41.7%	58.3%
13. I am provided adequate work and storage space to prepare for and do my job.	14	19	2	1		36	91.7%	8.3%
14. My administrators/supervisors respect the negotiated contracts.	15	20	1			36	97.2%	2.8%
15. My planning time is respected by my school administrations/supervisors.	18	14	1	1	2	36	94.1%	5.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	16	1	1	1	36	94.3%	5.7%
17. In my school, student misbehavior interferes with learning.	1	1	13	19	2	36	5.9%	94.1%
18. Too much instructional time is spent administering assessments.	20	15			1	36	100.0%	0.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	19	9	6	1	36	57.1%	42.9%
20. Increased workload has contributed to a decline in my morale.	10	14	10	2		36	66.7%	33.3%
21. I am paid fairly.	1	11	17	7		36	33.3%	66.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		7	19	9	1	36	20.0%	80.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		6	16	13		35	17.1%	82.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	19	5		1	36	85.7%	14.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	20	5	2	2	34	78.1%	21.9%
26. In my position, I receive appropriate and adequate support and training.	4	23	7	1		35	77.1%	22.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	9	18	2	36	20.6%	79.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2		12	18	3	35	6.3%	93.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	10	13	11	1	36	31.4%	68.6%