

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	3	19	3			25	88.0%	12.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	21	2	1		25	88.0%	12.0%
3. I personally feel successful in my work.	4	18	2	1		25	88.0%	12.0%
4. I feel involved in decision-making at my school/worksite.	2	17	5	1		25	76.0%	24.0%
5. I want to be involved in decision-making at my school/worksite.	2	21	2			25	92.0%	8.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	15	6	1		25	72.0%	28.0%
7. In my school/worksite, I am treated as a professional.	6	18	1			25	96.0%	4.0%
8. There is good teamwork among staff in my school/worksite.	3	18	2	1		24	87.5%	12.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	15	4	1	2	25	78.3%	21.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	17	2	1		25	88.0%	12.0%
11. My work performance is evaluated fairly.	6	16	3			25	88.0%	12.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	12	5	6		25	56.0%	44.0%
13. I am provided adequate work and storage space to prepare for and do my job.	9	14		2		25	92.0%	8.0%
14. My administrators/supervisors respect the negotiated contracts.	8	16		1		25	96.0%	4.0%
15. My planning time is respected by my school administrations/supervisors.	5	16	2	1	1	25	87.5%	12.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	13	2	2	1	24	82.6%	17.4%
17. In my school, student misbehavior interferes with learning.	7	15	1		1	24	95.7%	4.3%
18. Too much instructional time is spent administering assessments.	3	10	8		3	24	61.9%	38.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	12	6	3	1	25	62.5%	37.5%
20. Increased workload has contributed to a decline in my morale.	3	12	10			25	60.0%	40.0%
21. I am paid fairly.	2	8	12	3		25	40.0%	60.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	6	7	11		25	28.0%	72.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	14	6			25	76.0%	24.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	16		1		25	96.0%	4.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	18	4	1		24	79.2%	20.8%
26. In my position, I receive appropriate and adequate support and training.	3	15	5	2		25	72.0%	28.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	6	13		25	24.0%	76.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	8	14		25	12.0%	88.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	6	6	10		25	36.0%	64.0%