

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	12	7			20	65.0%	35.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	12	5			20	75.0%	25.0%
3. I personally feel successful in my work.	2	15	3			20	85.0%	15.0%
4. I feel involved in decision-making at my school/worksite.	5	9	4	1	1	20	73.7%	26.3%
5. I want to be involved in decision-making at my school/worksite.	4	13	2	1		20	85.0%	15.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	11	3	1		20	80.0%	20.0%
7. In my school/worksite, I am treated as a professional.	7	9	4			20	80.0%	20.0%
8. There is good teamwork among staff in my school/worksite.	8	12				20	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	7	9	2		20	45.0%	55.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	4	14	2			20	90.0%	10.0%
11. My work performance is evaluated fairly.	7	8	1	2	2	20	83.3%	16.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	5	7	4	1	20	42.1%	57.9%
13. I am provided adequate work and storage space to prepare for and do my job.	10	9	1			20	95.0%	5.0%
14. My administrators/supervisors respect the negotiated contracts.	5	15				20	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	1	8	6	2	3	20	52.9%	47.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	13	2			20	85.0%	10.0%
17. In my school, student misbehavior interferes with learning.	18	2				20	100.0%	0.0%
18. Too much instructional time is spent administering assessments.	3	8	7		2	20	61.1%	38.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	7	8	3	1	20	42.1%	57.9%
20. Increased workload has contributed to a decline in my morale.	5	6	8		1	20	57.9%	42.1%
21. I am paid fairly	3	7	5	5		20	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	9	5	3		20	60.0%	40.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	10	2	7		20	55.0%	45.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	6	13	1			20	95.0%	5.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	11	3	1	1	20	78.9%	21.1%
26. In my position, I receive appropriate and adequate support and training.	4	12	3		1	20	84.2%	15.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	6	9	2	20	16.7%	83.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	5	11	2	20	11.1%	88.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	3	6	9	1	20	21.1%	78.9%