

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	14	4	3		23	69.6%	30.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	11	7	2		23	60.9%	39.1%
3. I personally feel successful in my work.	5	12	6			23	73.9%	26.1%
4. I feel involved in decision-making at my school/worksite.	5	13	3	2		23	78.3%	21.7%
5. I want to be involved in decision-making at my school/worksite.	6	15	2			23	91.3%	8.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	11	5	2		23	69.6%	30.4%
7. In my school/worksite, I am treated as a professional.	10	9	1	2		23	82.6%	13.0%
8. There is good teamwork among staff in my school/worksite.	6	11	3	3		23	73.9%	26.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	13	6		2	23	71.4%	28.6%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	6	13	4			23	82.6%	17.4%
11. My work performance is evaluated fairly.	8	10	3	2		23	78.3%	21.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	14	3	5		23	65.2%	34.8%
13. I am provided adequate work and storage space to prepare for and do my job.	4	15	3			23	82.6%	13.0%
14. My administrators/supervisors respect the negotiated contracts.	11	10	1	1		23	91.3%	8.7%
15. My planning time is respected by my school administrations/supervisors.	7	11	3	1	1	23	81.8%	18.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	10	5	1	1	23	72.7%	27.3%
17. In my school, student misbehavior interferes with learning.	5	8	10			23	56.5%	43.5%
18. Too much instructional time is spent administering assessments.	1	9	8		5	23	55.6%	44.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	17	5			23	78.3%	21.7%
20. Increased workload has contributed to a decline in my morale.	5	13	5			23	78.3%	21.7%
21. I am paid fairly	2	9	6	6		23	47.8%	52.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	13	3	3	1	23	68.2%	27.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		10	6	5	1	23	45.5%	50.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	5	16	1			23	91.3%	4.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	15	2	1		23	87.0%	13.0%
26. In my position, I receive appropriate and adequate support and training.	2	18	2	1		23	87.0%	13.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	5	16		23	8.7%	91.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		5	17		23	4.3%	95.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	3	8	11		23	17.4%	82.6%