

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	2	17	8	5		32	59.4%	40.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	19	9	2	1	32	64.5%	35.5%
3. I personally feel successful in my work.	8	20	4			32	87.5%	12.5%
4. I feel involved in decision-making at my school/worksite.	1	13	14	4		32	43.8%	56.3%
5. I want to be involved in decision-making at my school/worksite.	4	25	2		1	32	93.5%	6.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	14	8	6	1	32	54.8%	45.2%
7. In my school/worksite, I am treated as a professional.	7	21	3	1		32	87.5%	12.5%
8. There is good teamwork among staff in my school/worksite.	6	20	4	2		32	81.3%	18.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	16	10	4		32	56.3%	43.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	20	4			32	87.5%	12.5%
11. My work performance is evaluated fairly.	5	23	4			32	87.5%	12.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	12	9	10		32	40.6%	59.4%
13. I am provided adequate work and storage space to prepare for and do my job.	5	21	3	1		30	86.7%	13.3%
14. My administrators/supervisors respect the negotiated contracts.	9	22	1			32	96.9%	3.1%
15. My planning time is respected by my school administrations/supervisors.	6	18	5	1	2	32	80.0%	20.0%
16. In my school, administrators/supervisors support me in enforcing discipline.		17	9	6		32	53.1%	46.9%
17. In my school, student misbehavior interferes with learning.	16	13	2	1		32	90.6%	9.4%
18. Too much instructional time is spent administering assessments.	17	14			1	32	100.0%	0.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	9	9	11		32	37.5%	62.5%
20. Increased workload has contributed to a decline in my morale.	11	7	11	2	1	32	58.1%	41.9%
21. I am paid fairly.	1	12	15	4		32	40.6%	59.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	2	7	21		31	9.7%	90.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	18	8	2		31	67.7%	32.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	22	1			31	96.8%	3.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	17	9	2	3	32	62.1%	37.9%
26. In my position, I receive appropriate and adequate support and training.	4	17	8	3		32	65.6%	34.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	13	15	1	32	9.7%	90.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	11	15	1	32	16.1%	83.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	8	14	8	1	32	29.0%	71.0%