

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	5	13	8		28	25.0%	75.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	5	18	3		28	25.0%	75.0%
3. I personally feel successful in my work.	8	11	9			28	67.9%	32.1%
4. I feel involved in decision-making at my school/worksite.	1	4	15	7		28	17.9%	78.6%
5. I want to be involved in decision-making at my school/worksite.	8	17	1		2	28	96.2%	3.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	3	14	9		28	17.9%	82.1%
7. In my school/worksite, I am treated as a professional.	5	16	6	1		28	75.0%	25.0%
8. There is good teamwork among staff in my school/worksite.	8	13	5	2		28	75.0%	25.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	13	10	2		28	57.1%	42.9%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	5	14	6	2	1	28	70.4%	29.6%
11. My work performance is evaluated fairly.	3	16	6	1	1	28	70.4%	25.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	4	11	12		28	17.9%	82.1%
13. I am provided adequate work and storage space to prepare for and do my job.	2	12	9	4	1	28	51.9%	48.1%
14. My administrators/supervisors respect the negotiated contracts.	4	21	1	1	1	28	92.6%	7.4%
15. My planning time is respected by my school administrations/supervisors.	2	10	7	3	3	28	48.0%	40.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	11	8	5	1	28	51.9%	48.1%
17. In my school, student misbehavior interferes with learning.	8	12	5	3		28	71.4%	28.6%
18. Too much instructional time is spent administering assessments.	11	6	6	2	3	28	68.0%	32.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	12	6	6		28	53.6%	42.9%
20. Increased workload has contributed to a decline in my morale.	15	7	4	1	1	28	81.5%	18.5%
21. I am paid fairly	2	3	10	13		28	17.9%	82.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	11	10	3	1	28	48.1%	48.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	3	16	8		28	14.3%	85.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	14	9	3	2		28	82.1%	17.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	15	6	3	2	28	65.4%	34.6%
26. In my position, I receive appropriate and adequate support and training.	2	13	10	3		28	53.6%	46.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	9	14	3	28	8.0%	92.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	11	9	3	28	20.0%	80.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		6	12	8	2	28	23.1%	76.9%