

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	18	13	2		35	57.1%	42.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	21	10	1		35	68.6%	31.4%
3. I personally feel successful in my work.	12	19	3			35	88.6%	8.6%
4. I feel involved in decision-making at my school/worksite.	4	12	16	3		35	45.7%	54.3%
5. I want to be involved in decision-making at my school/worksite.	12	17	4	1	1	35	85.3%	14.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	15	11	4		35	57.1%	42.9%
7. In my school/worksite, I am treated as a professional.	10	22	3			35	91.4%	8.6%
8. There is good teamwork among staff in my school/worksite.	9	20	5	1		35	82.9%	17.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	22	6	3	1	35	73.5%	26.5%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	7	18	6	4		35	71.4%	28.6%
11. My work performance is evaluated fairly.	6	27		1	1	35	97.1%	2.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		11	14	10		35	31.4%	68.6%
13. I am provided adequate work and storage space to prepare for and do my job.	5	25	3	1		35	85.7%	11.4%
14. My administrators/supervisors respect the negotiated contracts.	7	24	3			35	88.6%	8.6%
15. My planning time is respected by my school administrations/supervisors.	6	15	8	2	4	35	67.7%	32.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	20	3		2	35	90.9%	9.1%
17. In my school, student misbehavior interferes with learning.	6	13	15	1		35	54.3%	45.7%
18. Too much instructional time is spent administering assessments.	9	17	7		2	35	78.8%	21.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	16	12	3		35	54.3%	42.9%
20. Increased workload has contributed to a decline in my morale.	20	9	5		1	35	85.3%	14.7%
21. I am paid fairly		3	10	22		35	8.6%	91.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		11	13	10	1	35	32.4%	67.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		4	10	18	2	35	12.1%	84.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	19	16				35	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	22	5	4		35	74.3%	25.7%
26. In my position, I receive appropriate and adequate support and training.	8	15	9	3		35	65.7%	34.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	14	16		35	11.4%	85.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	15	15		35	8.6%	85.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	5	13	15		35	20.0%	80.0%