

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	28	5			36	86.1%	13.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	26	3	1		36	88.9%	11.1%
3. I personally feel successful in my work.	9	24	2			36	91.7%	5.6%
4. I feel involved in decision-making at my school/worksite.	4	16	11	3	2	36	58.8%	41.2%
5. I want to be involved in decision-making at my school/worksite.	9	22	3	1	1	36	88.6%	11.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	26	4	1		36	83.3%	13.9%
7. In my school/worksite, I am treated as a professional.	11	21	4			36	88.9%	11.1%
8. There is good teamwork among staff in my school/worksite.	11	24	1			36	97.2%	2.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	15	9	3	2	36	61.8%	35.3%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	13	21	1	1		36	94.4%	5.6%
11. My work performance is evaluated fairly.	8	23	2	3		36	86.1%	13.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	16	11	8		36	47.2%	52.8%
13. I am provided adequate work and storage space to prepare for and do my job.	3	24	6	3		36	75.0%	25.0%
14. My administrators/supervisors respect the negotiated contracts.	11	22	1			36	91.7%	2.8%
15. My planning time is respected by my school administrations/supervisors.	9	21	3		3	36	90.9%	9.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	20	4	1	4	36	81.3%	15.6%
17. In my school, student misbehavior interferes with learning.	2	9	11	9	4	36	34.4%	62.5%
18. Too much instructional time is spent administering assessments.	7	12	8	2	6	36	63.3%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	22	7	5	1	36	65.7%	34.3%
20. Increased workload has contributed to a decline in my morale.	9	18	8			36	75.0%	22.2%
21. I am paid fairly		9	17	10		36	25.0%	75.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	14	13	7		36	41.7%	55.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		13	16	6		36	36.1%	61.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	11	21	4			36	88.9%	11.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	20	8	3	3	36	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	5	22	7	2		36	75.0%	25.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	10	20	3	36	9.1%	90.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	10	20	3	36	6.1%	90.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	5	10	17	1	36	22.9%	77.1%