

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	9	13	3		27	40.7%	59.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	8	13	5		27	33.3%	66.7%
3. I personally feel successful in my work.	6	17	3	1		27	85.2%	14.8%
4. I feel involved in decision-making at my school/worksite.	2	11	5	7	1	26	52.0%	48.0%
5. I want to be involved in decision-making at my school/worksite.	10	14	1	1	1	27	92.3%	7.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	12	10	4		27	48.1%	51.9%
7. In my school/worksite, I am treated as a professional.	4	19	3			26	88.5%	11.5%
8. There is good teamwork among staff in my school/worksite.	4	17	5		1	27	80.8%	19.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	16	6		1	27	76.9%	23.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	15	2			27	92.6%	7.4%
11. My work performance is evaluated fairly.	2	18	4	2	1	27	76.9%	23.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	11	8	5		27	51.9%	48.1%
13. I am provided adequate work and storage space to prepare for and do my job.	4	18	3	2		27	81.5%	18.5%
14. My administrators/supervisors respect the negotiated contracts.	2	18	7			27	74.1%	25.9%
15. My planning time is respected by my school administrations/supervisors.	1	16	4	1	4	26	77.3%	22.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	15	7		2	27	72.0%	28.0%
17. In my school, student misbehavior interferes with learning.		10	8	8	1	27	38.5%	61.5%
18. Too much instructional time is spent administering assessments.	10	9	6		2	27	76.0%	24.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	19	6	1		27	74.1%	25.9%
20. Increased workload has contributed to a decline in my morale.	8	11	6	2		27	70.4%	29.6%
21. I am paid fairly.	2	14	11			27	59.3%	40.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	8	12	6		27	33.3%	66.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		12	11	3		26	46.2%	53.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	18	3	1		27	85.2%	14.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	21	4	1		27	81.5%	18.5%
26. In my position, I receive appropriate and adequate support and training.	2	20	3	2		27	81.5%	18.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		5	8	13	1	27	19.2%	80.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	13	9	2	27	12.0%	88.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	12	7	2	27	24.0%	76.0%