

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		12	11	4		27	44.4%	55.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	14	11	1		27	55.6%	44.4%
3. I personally feel successful in my work.	1	17	8	1		27	66.7%	33.3%
4. I feel involved in decision-making at my school/worksite.	3	10	13	1		27	48.1%	51.9%
5. I want to be involved in decision-making at my school/worksite.	4	15	7	1		27	70.4%	29.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	15	8	1	1	27	65.4%	34.6%
7. In my school/worksite, I am treated as a professional.	4	18	4	1		27	81.5%	18.5%
8. There is good teamwork among staff in my school/worksite.	2	16	8	1		27	66.7%	33.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	14	3	3	4	27	73.9%	26.1%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	3	11	10	2	1	27	53.8%	46.2%
11. My work performance is evaluated fairly.	3	15	7	1	1	27	69.2%	30.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	8	7	10		27	37.0%	63.0%
13. I am provided adequate work and storage space to prepare for and do my job.	1	15	9	2		27	59.3%	40.7%
14. My administrators/supervisors respect the negotiated contracts.	3	18	4	1	1	27	80.8%	19.2%
15. My planning time is respected by my school administrations/supervisors.	1	12	8	1	5	27	59.1%	40.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	10	8	6	2	27	44.0%	56.0%
17. In my school, student misbehavior interferes with learning.	16	9		1	1	27	96.2%	3.8%
18. Too much instructional time is spent administering assessments.	9	9	6	1	2	27	72.0%	28.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	13	10	1	1	27	57.7%	42.3%
20. Increased workload has contributed to a decline in my morale.	11	11	5			27	81.5%	18.5%
21. I am paid fairly	1	8	6	12		27	33.3%	66.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	12	11		3	27	54.2%	45.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	7	13	5	1	27	30.8%	69.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	7	17	1	1		27	88.9%	7.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	16	9	1		27	63.0%	37.0%
26. In my position, I receive appropriate and adequate support and training.	1	19	7			27	74.1%	25.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		6	9	9	2	27	24.0%	72.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	11	10	3	27	12.5%	87.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	5	8	8	3	27	33.3%	66.7%