

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	4	16	7			28	71.4%	25.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	21	4			28	85.7%	14.3%
3. I personally feel successful in my work.	9	17	1	1		28	92.9%	7.1%
4. I feel involved in decision-making at my school/worksite.	5	13	7	3		28	64.3%	35.7%
5. I want to be involved in decision-making at my school/worksite.	5	20		2	1	28	92.6%	7.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	18	4	2		28	78.6%	21.4%
7. In my school/worksite, I am treated as a professional.	9	17	2			28	92.9%	7.1%
8. There is good teamwork among staff in my school/worksite.	3	13	11	1		28	57.1%	42.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	18	5	1	3	28	76.0%	24.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	9	12	6	1		28	75.0%	25.0%
11. My work performance is evaluated fairly.	6	12	6	3	1	28	66.7%	33.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	15	2	8	2	28	61.5%	38.5%
13. I am provided adequate work and storage space to prepare for and do my job.	7	18	2	1		28	89.3%	10.7%
14. My administrators/supervisors respect the negotiated contracts.	12	14	2			28	92.9%	7.1%
15. My planning time is respected by my school administrations/supervisors.	10	12	2		4	28	91.7%	8.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	13	3	1	2	28	84.6%	15.4%
17. In my school, student misbehavior interferes with learning.		4	7	14	2	28	15.4%	80.8%
18. Too much instructional time is spent administering assessments.	12	10	4		2	28	84.6%	15.4%
19. HCPSS professional development experiences are meaningful and worthwhile.		10	13	5		28	35.7%	64.3%
20. Increased workload has contributed to a decline in my morale.	8	12	6	2		28	71.4%	28.6%
21. I am paid fairly		4	12	12		28	14.3%	85.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	13	7	4	1	28	59.3%	40.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		9	12	6	1	28	33.3%	66.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	7	18	3			28	89.3%	10.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	14	8	2	2	28	61.5%	38.5%
26. In my position, I receive appropriate and adequate support and training.	3	18	6		1	28	77.8%	22.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	10	12	2	28	15.4%	84.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			10	15	3	28	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	6	10	8	1	28	33.3%	66.7%