

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	24	3	2		36	86.1%	13.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	19	7	2		36	75.0%	25.0%
3. I personally feel successful in my work.	11	19	3	3		36	83.3%	16.7%
4. I feel involved in decision-making at my school/worksite.	10	15	9	2		36	69.4%	30.6%
5. I want to be involved in decision-making at my school/worksite.	13	20	3			36	91.7%	8.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	18	5			36	86.1%	13.9%
7. In my school/worksite, I am treated as a professional.	17	16	3			36	91.7%	8.3%
8. There is good teamwork among staff in my school/worksite.	12	19	3	2		36	86.1%	13.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	18	3	3	3	36	81.8%	18.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	20	3			36	91.7%	8.3%
11. My work performance is evaluated fairly.	16	14	4	1	1	36	85.7%	14.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	14	6	7		36	63.9%	36.1%
13. I am provided adequate work and storage space to prepare for and do my job.	14	18	4			36	88.9%	11.1%
14. My administrators/supervisors respect the negotiated contracts.	14	20	2			36	94.4%	5.6%
15. My planning time is respected by my school administrations/supervisors.	13	20			3	36	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	18	5		3	35	84.4%	15.6%
17. In my school, student misbehavior interferes with learning.	3	10	13	8	2	36	38.2%	61.8%
18. Too much instructional time is spent administering assessments.	15	14	4	1	2	36	85.3%	14.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	17	9	4	2	36	61.8%	38.2%
20. Increased workload has contributed to a decline in my morale.	2	20	6	7	1	36	62.9%	37.1%
21. I am paid fairly.	3	16	11	6		36	52.8%	47.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	15	14	4		36	50.0%	50.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	15	14	6		36	44.4%	55.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	15	16	4	1		36	86.1%	13.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	17	6	2	1	36	77.1%	22.9%
26. In my position, I receive appropriate and adequate support and training.	9	20	5	1		35	82.9%	17.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	5	9	16	5	36	19.4%	80.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	12	18	5	36	3.2%	96.8%
29. In the last 12 months, I have experienced harassing behavior from parents.		8	11	13	4	36	25.0%	75.0%