

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	8	11	3		23	39.1%	60.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	12	9	1		23	56.5%	43.5%
3. I personally feel successful in my work.	2	16	5			23	78.3%	21.7%
4. I feel involved in decision-making at my school/worksite.		11	8	4		23	47.8%	52.2%
5. I want to be involved in decision-making at my school/worksite.	8	13	1		1	23	95.5%	4.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	12	8	1		23	60.9%	39.1%
7. In my school/worksite, I am treated as a professional.	5	15	3			23	87.0%	13.0%
8. There is good teamwork among staff in my school/worksite.	4	19				23	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	17	3		1	23	81.8%	13.6%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	4	16	3			23	87.0%	13.0%
11. My work performance is evaluated fairly.	5	10	6	1	1	23	68.2%	31.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	3	9	9		23	21.7%	78.3%
13. I am provided adequate work and storage space to prepare for and do my job.	8	10	2	3		23	78.3%	21.7%
14. My administrators/supervisors respect the negotiated contracts.	5	16	2			23	91.3%	8.7%
15. My planning time is respected by my school administrations/supervisors.	4	10	7	2		23	60.9%	39.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	15	3	1	1	23	81.8%	18.2%
17. In my school, student misbehavior interferes with learning.	5	14	4			23	82.6%	17.4%
18. Too much instructional time is spent administering assessments.	6	7	8	2		23	56.5%	43.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	8	1		23	60.9%	39.1%
20. Increased workload has contributed to a decline in my morale.	9	8	5	1		23	73.9%	26.1%
21. I am paid fairly		6	7	10		23	26.1%	73.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	10	8	2	1	23	54.5%	45.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		6	10	7		23	26.1%	73.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	12	11				23	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	17	5			23	78.3%	21.7%
26. In my position, I receive appropriate and adequate support and training.	1	15	5	2		23	69.6%	30.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1		8	12	2	23	4.8%	95.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	6	12	2	23	14.3%	85.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	6	9	2	23	28.6%	71.4%