

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		6	11	12		29	20.7%	79.3%
2. There is an atmosphere of open communication and trust in my school/worksite.		9	12	8		29	31.0%	69.0%
3. I personally feel successful in my work.	8	16	5			29	82.8%	17.2%
4. I feel involved in decision-making at my school/worksite.	3	5	8	12	1	29	28.6%	71.4%
5. I want to be involved in decision-making at my school/worksite.	12	14	2		1	29	92.9%	7.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	9	9	9		29	34.5%	62.1%
7. In my school/worksite, I am treated as a professional.	5	10	8	6		29	51.7%	48.3%
8. There is good teamwork among staff in my school/worksite.	3	19	3	4		29	75.9%	24.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	10	4	4	3	29	65.4%	30.8%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	4	9	4	12		29	44.8%	55.2%
11. My work performance is evaluated fairly.	5	15	5	4		29	69.0%	31.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	8	6	12		29	37.9%	62.1%
13. I am provided adequate work and storage space to prepare for and do my job.	8	13	7	1		29	72.4%	27.6%
14. My administrators/supervisors respect the negotiated contracts.	7	17	3	1		29	82.8%	13.8%
15. My planning time is respected by my school administrations/supervisors.	5	12	5	2	5	29	70.8%	29.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	9	5	5	4	29	56.0%	40.0%
17. In my school, student misbehavior interferes with learning.		2	11	11	3	29	7.7%	84.6%
18. Too much instructional time is spent administering assessments.	12	8	4	1	4	29	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	9	8	9	2	29	37.0%	63.0%
20. Increased workload has contributed to a decline in my morale.	16	5	4	3	1	29	75.0%	25.0%
21. I am paid fairly	1	6	9	10		29	24.1%	65.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	7	10	10	1	29	28.6%	71.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	6	7	12	1	29	25.0%	67.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	10	12	7			29	75.9%	24.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	14	8	2	1	29	60.7%	35.7%
26. In my position, I receive appropriate and adequate support and training.	5	14	5	4		29	65.5%	31.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	8	17	1	29	10.7%	89.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	10	16	1	29	7.1%	92.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	4	9	8	1	29	39.3%	60.7%