

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	17	10	6		36	55.6%	44.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	21	9	1		36	72.2%	27.8%
3. I personally feel successful in my work.	7	24	3	1		36	86.1%	11.1%
4. I feel involved in decision-making at my school/worksite.	3	18	10	3	2	36	61.8%	38.2%
5. I want to be involved in decision-making at my school/worksite.	9	19	4		4	36	87.5%	12.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	21	6	1		36	80.6%	19.4%
7. In my school/worksite, I am treated as a professional.	14	19		3		36	91.7%	8.3%
8. There is good teamwork among staff in my school/worksite.	8	18	5	5		36	72.2%	27.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	16	6	4	4	36	68.8%	31.3%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	20	12	2	2		36	88.9%	11.1%
11. My work performance is evaluated fairly.	12	19	2	3		36	86.1%	13.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	14	4	16		36	44.4%	55.6%
13. I am provided adequate work and storage space to prepare for and do my job.	9	20	1	6		36	80.6%	19.4%
14. My administrators/supervisors respect the negotiated contracts.	13	19	2	2		36	88.9%	11.1%
15. My planning time is respected by my school administrations/supervisors.	10	16		3	7	36	89.7%	10.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	19	4	3	2	36	79.4%	20.6%
17. In my school, student misbehavior interferes with learning.	1	8	18	9		36	25.0%	75.0%
18. Too much instructional time is spent administering assessments.	9	20	5		2	36	85.3%	14.7%
19. HCPSS professional development experiences are meaningful and worthwhile.		10	14	10	1	36	28.6%	68.6%
20. Increased workload has contributed to a decline in my morale.	15	12	7	2		36	75.0%	25.0%
21. I am paid fairly		5	19	11		36	13.9%	83.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	15	8	7	2	36	47.1%	44.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		6	16	9	3	36	18.2%	75.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	6	15	8	1	5	36	67.7%	29.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	18	4	1	5	36	77.4%	16.1%
26. In my position, I receive appropriate and adequate support and training.	2	21	9	3	1	36	65.7%	34.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	6	11	14	1	36	25.7%	71.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			12	21	2	36	0.0%	97.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	6	13	9	2	36	32.4%	64.7%