

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	5	17	9	2		33	66.7%	33.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	19	5	2		33	78.8%	21.2%
3. I personally feel successful in my work.	13	16	2	1		32	90.6%	9.4%
4. I feel involved in decision-making at my school/worksite.	5	13	13	2		33	54.5%	45.5%
5. I want to be involved in decision-making at my school/worksite.	14	15	3		1	33	90.6%	9.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	20	4	1		33	84.8%	15.2%
7. In my school/worksite, I am treated as a professional.	15	18				33	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	11	16	5			32	84.4%	15.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	18	8	1	1	33	71.9%	28.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	20	3			33	90.9%	9.1%
11. My work performance is evaluated fairly.	16	14	2	1		33	90.9%	9.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	20	5	2	1	33	78.1%	21.9%
13. I am provided adequate work and storage space to prepare for and do my job.	12	18	3			33	90.9%	9.1%
14. My administrators/supervisors respect the negotiated contracts.	18	14	1			33	97.0%	3.0%
15. My planning time is respected by my school administrations/supervisors.	11	15	2	1	4	33	89.7%	10.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	11	7		1	33	78.1%	21.9%
17. In my school, student misbehavior interferes with learning.	12	19	2			33	93.9%	6.1%
18. Too much instructional time is spent administering assessments.	5	20	5	1	2	33	80.6%	19.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	19	10	1		33	66.7%	33.3%
20. Increased workload has contributed to a decline in my morale.	6	16	10		1	33	68.8%	31.3%
21. I am paid fairly.	1	19	9	3	1	33	62.5%	37.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	9	9	13	1	33	31.3%	68.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	19	9	1	1	32	67.7%	32.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	7	25	1			33	97.0%	3.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	19	4			33	87.9%	12.1%
26. In my position, I receive appropriate and adequate support and training.	10	21	2			33	93.9%	6.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			8	22	3	33	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	8	21	3	33	3.3%	96.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	8	8	12	3	33	33.3%	66.7%