

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	11	9	1		24	58.3%	41.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	14	6			24	75.0%	25.0%
3. I personally feel successful in my work.	4	12	7	1		24	66.7%	33.3%
4. I feel involved in decision-making at my school/worksite.	4	13	5	2		24	70.8%	29.2%
5. I want to be involved in decision-making at my school/worksite.	7	13	4			24	83.3%	16.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	14	3	2		24	79.2%	20.8%
7. In my school/worksite, I am treated as a professional.	6	16	1	1		24	91.7%	8.3%
8. There is good teamwork among staff in my school/worksite.	9	12	3			24	87.5%	12.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	11	4		2	24	81.8%	18.2%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	2	17	5			24	79.2%	20.8%
11. My work performance is evaluated fairly.	4	11	3	2	4	24	75.0%	25.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		7	5	12		24	29.2%	70.8%
13. I am provided adequate work and storage space to prepare for and do my job.	6	14	1	2		24	83.3%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	5	18	1			24	95.8%	4.2%
15. My planning time is respected by my school administrations/supervisors.	4	13	3	2	2	24	77.3%	22.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	15	2		1	24	91.3%	8.7%
17. In my school, student misbehavior interferes with learning.	1	8	13	1	1	24	39.1%	60.9%
18. Too much instructional time is spent administering assessments.	5	4	7	5	3	24	42.9%	57.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	13	5	4		24	62.5%	37.5%
20. Increased workload has contributed to a decline in my morale.	12	7	1	2	2	24	86.4%	13.6%
21. I am paid fairly		5	7	12		24	20.8%	79.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		11	9	3		24	45.8%	50.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		6	11	7		24	25.0%	75.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	12	12				24	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	14	6		1	24	73.9%	26.1%
26. In my position, I receive appropriate and adequate support and training.	3	13	7	1		24	66.7%	33.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			6	18		24	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	3	19		24	8.3%	91.7%
29. In the last 12 months, I have experienced harassing behavior from parents.		6	10	7	1	24	26.1%	73.9%