

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		15	6	7		28	53.6%	46.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	15	6	6		28	57.1%	42.9%
3. I personally feel successful in my work.	3	17	7	1		28	71.4%	28.6%
4. I feel involved in decision-making at my school/worksite.	2	11	10	4	1	28	48.1%	51.9%
5. I want to be involved in decision-making at my school/worksite.	4	17	5	1	1	28	77.8%	22.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	16	8	2		28	64.3%	35.7%
7. In my school/worksite, I am treated as a professional.	3	19	4	2		28	78.6%	21.4%
8. There is good teamwork among staff in my school/worksite.	3	13	7	4		27	59.3%	40.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	19	2	5		27	74.1%	25.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	19	2	3		28	82.1%	17.9%
11. My work performance is evaluated fairly.	3	18	5	2		28	75.0%	25.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		8	11	8	1	28	29.6%	70.4%
13. I am provided adequate work and storage space to prepare for and do my job.	2	19	4	3		28	75.0%	25.0%
14. My administrators/supervisors respect the negotiated contracts.	4	20	3	1		28	85.7%	14.3%
15. My planning time is respected by my school administrations/supervisors.	5	13	7	2	1	28	66.7%	33.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	12	11	3	1	28	48.1%	51.9%
17. In my school, student misbehavior interferes with learning.	14	12	1	1		28	92.9%	7.1%
18. Too much instructional time is spent administering assessments.	6	16	5	1		28	78.6%	21.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	6	11	7		26	30.8%	69.2%
20. Increased workload has contributed to a decline in my morale.	7	12	8	1		28	67.9%	32.1%
21. I am paid fairly.	1	14	7	6		28	53.6%	46.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	5	8	14		28	21.4%	78.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		14	9	2	3	28	56.0%	44.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	17	5			28	82.1%	17.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	18	6	1	1	28	74.1%	25.9%
26. In my position, I receive appropriate and adequate support and training.	2	19	6	1		28	75.0%	25.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	6	9	9	1	28	33.3%	66.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	16	8	2	28	7.7%	92.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	6	12	7	1	28	29.6%	70.4%