

| Questions | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % AGREE | % DISAGREE |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good. | 2 | 15 | 10 | 3 | | 30 | 56.7% | 43.3% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 2 | 14 | 10 | 4 | | 30 | 53.3% | 46.7% |
| 3. I personally feel successful in my work. | 6 | 19 | 5 | | | 30 | 83.3% | 16.7% |
| 4. I feel involved in decision-making at my school/worksite. | 4 | 13 | 7 | 4 | 2 | 30 | 60.7% | 39.3% |
| 5. I want to be involved in decision-making at my school/worksite. | 8 | 16 | 4 | | 2 | 30 | 85.7% | 14.3% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 5 | 10 | 7 | 7 | 1 | 30 | 51.7% | 48.3% |
| 7. In my school/worksite, I am treated as a professional. | 8 | 15 | 3 | 4 | | 30 | 76.7% | 23.3% |
| 8. There is good teamwork among staff in my school/worksite. | 7 | 18 | 5 | | | 30 | 83.3% | 16.7% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 7 | 12 | 4 | 2 | 5 | 30 | 76.0% | 24.0% |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 8 | 18 | 3 | 1 | | 30 | 86.7% | 13.3% |
| 11. My work performance is evaluated fairly. | 5 | 18 | 4 | 2 | 1 | 30 | 79.3% | 20.7% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 2 | 14 | 5 | 7 | 2 | 30 | 57.1% | 42.9% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 4 | 21 | 5 | | | 30 | 83.3% | 16.7% |
| 14. My administrators/supervisors respect the negotiated contracts. | 5 | 23 | 1 | | 1 | 30 | 96.6% | 3.4% |
| 15. My planning time is respected by my school administrations/supervisors. | 3 | 11 | 9 | 1 | 5 | 29 | 58.3% | 41.7% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 5 | 21 | | | 3 | 29 | 100.0% | 0.0% |
| 17. In my school, student misbehavior interferes with learning. | 1 | 9 | 10 | 8 | 2 | 30 | 35.7% | 64.3% |
| 18. Too much instructional time is spent administering assessments. | 11 | 15 | 1 | | 2 | 29 | 96.3% | 3.7% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 2 | 8 | 14 | 6 | | 30 | 33.3% | 66.7% |
| 20. Increased workload has contributed to a decline in my morale. | 12 | 12 | 4 | 1 | 1 | 30 | 82.8% | 17.2% |
| 21. I am paid fairly. | | 17 | 9 | 4 | | 30 | 56.7% | 43.3% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | | 4 | 10 | 16 | | 30 | 13.3% | 86.7% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 4 | 19 | 4 | 3 | | 30 | 76.7% | 23.3% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 8 | 21 | | | 1 | 30 | 100.0% | 0.0% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 4 | 15 | 6 | 2 | 2 | 29 | 70.4% | 29.6% |
| 26. In my position, I receive appropriate and adequate support and training. | 3 | 19 | 6 | 2 | | 30 | 73.3% | 26.7% |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 1 | | 15 | 14 | | 30 | 3.3% | 96.7% |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 2 | 3 | 13 | 11 | 1 | 30 | 17.2% | 82.8% |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 1 | 4 | 13 | 12 | | 30 | 16.7% | 83.3% |