

| Questions | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % Agree | % Disagree |
|--------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good. | 3 | 23 | 4 | 5 | | 35 | 74.3% | 25.7% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 2 | 24 | 6 | 3 | | 35 | 74.3% | 25.7% |
| 3. I personally feel successful in my work. | 8 | 19 | 8 | | | 35 | 77.1% | 22.9% |
| 4. I feel involved in decision-making at my school/worksite. | 1 | 16 | 13 | 4 | 1 | 35 | 50.0% | 50.0% |
| 5. I want to be involved in decision-making at my school/worksite. | 2 | 29 | 2 | 1 | 1 | 35 | 91.2% | 8.8% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 4 | 15 | 10 | 5 | | 34 | 55.9% | 44.1% |
| 7. In my school/worksite, I am treated as a professional. | 10 | 15 | 6 | 4 | | 35 | 71.4% | 28.6% |
| 8. There is good teamwork among staff in my school/worksite. | 11 | 16 | 5 | 2 | | 34 | 79.4% | 20.6% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 4 | 17 | 9 | 3 | 2 | 35 | 63.6% | 36.4% |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 9 | 23 | 3 | | | 35 | 91.4% | 8.6% |
| 11. My work performance is evaluated fairly. | 4 | 18 | 8 | 4 | | 34 | 64.7% | 35.3% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | | 10 | 10 | 13 | 2 | 35 | 30.3% | 69.7% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 4 | 26 | 4 | 1 | | 35 | 85.7% | 14.3% |
| 14. My administrators/supervisors respect the negotiated contracts. | 12 | 19 | 2 | 1 | | 34 | 91.2% | 8.8% |
| 15. My planning time is respected by my school administrations/supervisors. | 6 | 19 | 7 | 1 | 2 | 35 | 75.8% | 24.2% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 1 | 20 | 10 | 4 | | 35 | 60.0% | 40.0% |
| 17. In my school, student misbehavior interferes with learning. | 17 | 15 | 2 | | 1 | 35 | 94.1% | 5.9% |
| 18. Too much instructional time is spent administering assessments. | 16 | 12 | 5 | 1 | 1 | 35 | 82.4% | 17.6% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 1 | 14 | 14 | 6 | | 35 | 42.9% | 57.1% |
| 20. Increased workload has contributed to a decline in my morale. | 8 | 15 | 8 | 3 | 1 | 35 | 67.6% | 32.4% |
| 21. I am paid fairly. | | 13 | 11 | 10 | 1 | 35 | 38.2% | 61.8% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 1 | 15 | 10 | 6 | 1 | 33 | 50.0% | 50.0% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | | 15 | 12 | 7 | | 34 | 44.1% | 55.9% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 7 | 24 | 3 | | 1 | 35 | 91.2% | 8.8% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 3 | 19 | 8 | 4 | 1 | 35 | 64.7% | 35.3% |
| 26. In my position, I receive appropriate and adequate support and training. | 2 | 24 | 7 | | 2 | 35 | 78.8% | 21.2% |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 1 | 3 | 7 | 21 | 3 | 35 | 12.5% | 87.5% |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 3 | 3 | 5 | 21 | 3 | 35 | 18.8% | 81.3% |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 1 | 11 | 8 | 14 | 1 | 35 | 35.3% | 64.7% |