

| Questions  | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good.  | 10             | 29    | 11       | 2                 |                | 52          | 75.0%   | 25.0%      |
| 2. There is an atmosphere of open communication and trust in my school/worksite.                       | 12             | 28    | 10       | 1                 |                | 51          | 78.4%   | 21.6%      |
| 3. I personally feel successful in my work.  | 14             | 30    | 7        | 2                 |                | 53          | 83.0%   | 17.0%      |
| 4. I feel involved in decision-making at my school/worksite.   | 8              | 26    | 13       | 4                 | 1              | 52          | 66.7%   | 33.3%      |
| 5. I want to be involved in decision-making at my school/worksite.                                     | 17             | 30    | 4        | 1                 |                | 52          | 90.4%   | 9.6%       |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions.     | 11             | 26    | 12       | 4                 |                | 53          | 69.8%   | 30.2%      |
| 7. In my school/worksite, I am treated as a professional.  | 20             | 22    | 9        | 1                 |                | 52          | 80.8%   | 19.2%      |
| 8. There is good teamwork among staff in my school/worksite.   | 15             | 28    | 8        | 2                 |                | 53          | 81.1%   | 18.9%      |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite.                  | 13             | 26    | 8        | 1                 | 5              | 53          | 81.3%   | 18.8%      |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success.                         | 16             | 26    | 7        | 3                 | 1              | 53          | 80.8%   | 19.2%      |
| 11. My work performance is evaluated fairly.   | 15             | 24    | 11       | 2                 |                | 52          | 75.0%   | 25.0%      |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job.                 | 4              | 18    | 14       | 16                | 1              | 53          | 42.3%   | 57.7%      |
| 13. I am provided adequate work and storage space to prepare for and do my job.                        | 14             | 32    | 5        | 1                 |                | 52          | 88.5%   | 11.5%      |
| 14. My administrators/supervisors respect the negotiated contracts.                                    | 14             | 35    | 2        |                   | 2              | 53          | 96.1%   | 3.9%       |
| 15. My planning time is respected by my school administrations/supervisors.                            | 10             | 24    | 5        | 3                 | 11             | 53          | 81.0%   | 19.0%      |
| 16. In my school, administrators/supervisors support me in enforcing discipline.                       | 14             | 25    | 5        | 5                 | 4              | 53          | 79.6%   | 20.4%      |
| 17. In my school, student misbehavior interferes with learning.  | 6              | 20    | 16       | 8                 | 3              | 53          | 52.0%   | 48.0%      |
| 18. Too much instructional time is spent administering assessments.                                    | 22             | 17    | 5        | 3                 | 5              | 52          | 83.0%   | 17.0%      |
| 19. HCPSS professional development experiences are meaningful and worthwhile.                          | 5              | 21    | 19       | 5                 | 2              | 52          | 52.0%   | 48.0%      |
| 20. Increased workload has contributed to a decline in my morale.                                      | 17             | 19    | 13       | 2                 | 1              | 52          | 70.6%   | 29.4%      |
| 21. I am paid fairly.  | 3              | 20    | 14       | 16                |                | 53          | 43.4%   | 56.6%      |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent.                         | 1              | 16    | 17       | 18                |                | 52          | 32.7%   | 67.3%      |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education.             | 1              | 20    | 15       | 14                | 1              | 51          | 42.0%   | 58.0%      |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).         | 17             | 28    | 2        | 2                 | 3              | 52          | 91.8%   | 8.2%       |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 7              | 28    | 13       | 1                 | 3              | 52          | 71.4%   | 28.6%      |
| 26. In my position, I receive appropriate and adequate support and training.                           | 9              | 33    | 9        | 2                 |                | 53          | 79.2%   | 20.8%      |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues.                      | 1              | 2     | 15       | 33                | 2              | 53          | 5.9%    | 94.1%      |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.      | 2              | 1     | 17       | 31                | 2              | 53          | 5.9%    | 94.1%      |
| 29. In the last 12 months, I have experienced harassing behavior from parents.                         | 1              | 15    | 17       | 19                | 1              | 53          | 30.8%   | 69.2%      |