

| Questions  | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good.  | 5              | 17    | 5        | 3                 |                | 30          | 73.3%   | 26.7%      |
| 2. There is an atmosphere of open communication and trust in my school/worksite.                       | 5              | 18    | 6        | 1                 |                | 30          | 76.7%   | 23.3%      |
| 3. I personally feel successful in my work.  | 5              | 15    | 6        | 3                 |                | 29          | 69.0%   | 31.0%      |
| 4. I feel involved in decision-making at my school/worksite.   | 5              | 11    | 9        | 4                 | 1              | 30          | 55.2%   | 44.8%      |
| 5. I want to be involved in decision-making at my school/worksite.                                     | 7              | 20    | 1        |                   | 2              | 30          | 96.4%   | 3.6%       |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions.     | 8              | 18    | 2        | 2                 |                | 30          | 86.7%   | 13.3%      |
| 7. In my school/worksite, I am treated as a professional.  | 12             | 13    | 3        | 1                 | 1              | 30          | 86.2%   | 13.8%      |
| 8. There is good teamwork among staff in my school/worksite.   | 8              | 15    | 5        | 2                 |                | 30          | 76.7%   | 23.3%      |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite.                  | 6              | 16    | 2        | 4                 | 1              | 29          | 78.6%   | 21.4%      |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success.                         | 9              | 12    | 7        | 2                 |                | 30          | 70.0%   | 30.0%      |
| 11. My work performance is evaluated fairly.   | 9              | 16    | 3        | 1                 |                | 29          | 86.2%   | 13.8%      |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job.                 | 2              | 9     | 7        | 8                 | 4              | 30          | 42.3%   | 57.7%      |
| 13. I am provided adequate work and storage space to prepare for and do my job.                        | 5              | 20    | 3        | 2                 |                | 30          | 83.3%   | 16.7%      |
| 14. My administrators/supervisors respect the negotiated contracts.                                    | 14             | 15    | 1        |                   |                | 30          | 96.7%   | 3.3%       |
| 15. My planning time is respected by my school administrations/supervisors.                            | 12             | 12    | 2        |                   | 4              | 30          | 92.3%   | 7.7%       |
| 16. In my school, administrators/supervisors support me in enforcing discipline.                       | 1              | 14    | 7        | 6                 | 1              | 29          | 53.6%   | 46.4%      |
| 17. In my school, student misbehavior interferes with learning.  | 8              | 17    | 3        | 1                 | 1              | 30          | 86.2%   | 13.8%      |
| 18. Too much instructional time is spent administering assessments.                                    | 11             | 9     | 6        |                   | 4              | 30          | 76.9%   | 23.1%      |
| 19. HCPSS professional development experiences are meaningful and worthwhile.                          | 2              | 12    | 7        | 7                 | 2              | 30          | 50.0%   | 50.0%      |
| 20. Increased workload has contributed to a decline in my morale.                                      | 7              | 9     | 9        | 4                 | 1              | 30          | 55.2%   | 44.8%      |
| 21. I am paid fairly.  |                | 13    | 8        | 8                 |                | 29          | 44.8%   | 55.2%      |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent.                         | 4              | 20    | 2        | 1                 | 2              | 29          | 88.9%   | 11.1%      |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education.             |                | 23    | 4        | 2                 |                | 29          | 79.3%   | 20.7%      |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).          | 5              | 21    | 2        |                   | 1              | 29          | 92.9%   | 7.1%       |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 4              | 15    | 10       |                   | 1              | 30          | 65.5%   | 34.5%      |
| 26. In my position, I receive appropriate and adequate support and training.                           | 5              | 18    | 7        |                   |                | 30          | 76.7%   | 23.3%      |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues.                      |                | 2     | 11       | 12                | 5              | 30          | 8.0%    | 92.0%      |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.      |                | 2     | 11       | 12                | 5              | 30          | 8.0%    | 92.0%      |
| 29. In the last 12 months, I have experienced harassing behavior from parents.                         | 1              | 3     | 13       | 9                 | 4              | 30          | 15.4%   | 84.6%      |