

| Questions | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good. | | 6 | 2 | 10 | | 18 | 33.3% | 66.7% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | | 5 | 7 | 6 | | 18 | 27.8% | 72.2% |
| 3. I personally feel successful in my work. | 2 | 10 | 4 | 2 | | 18 | 66.7% | 33.3% |
| 4. I feel involved in decision-making at my school/worksite. | | 8 | 7 | 3 | | 18 | 44.4% | 55.6% |
| 5. I want to be involved in decision-making at my school/worksite. | 3 | 13 | 2 | | | 18 | 88.9% | 11.1% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | | 3 | 8 | 7 | | 18 | 16.7% | 83.3% |
| 7. In my school/worksite, I am treated as a professional. | | 11 | 3 | 4 | | 18 | 61.1% | 38.9% |
| 8. There is good teamwork among staff in my school/worksite. | 4 | 9 | 3 | 2 | | 18 | 72.2% | 27.8% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 2 | 11 | | 3 | 2 | 18 | 81.3% | 18.8% |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | | 11 | 5 | 2 | | 18 | 61.1% | 38.9% |
| 11. My work performance is evaluated fairly. | | 14 | 2 | 2 | | 18 | 77.8% | 22.2% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 1 | 7 | 5 | 5 | | 18 | 44.4% | 55.6% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 1 | 10 | 3 | 4 | | 18 | 61.1% | 38.9% |
| 14. My administrators/supervisors respect the negotiated contracts. | 1 | 13 | 2 | 2 | | 18 | 77.8% | 22.2% |
| 15. My planning time is respected by my school administrations/supervisors. | 1 | 8 | 6 | 2 | 1 | 18 | 52.9% | 47.1% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | | 6 | 4 | 8 | | 18 | 33.3% | 66.7% |
| 17. In my school, student misbehavior interferes with learning. | 14 | 3 | 1 | | | 18 | 94.4% | 5.6% |
| 18. Too much instructional time is spent administering assessments. | 4 | 4 | 6 | | 2 | 16 | 57.1% | 42.9% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 1 | 11 | 5 | 1 | | 18 | 66.7% | 33.3% |
| 20. Increased workload has contributed to a decline in my morale. | 5 | 9 | 3 | 1 | | 18 | 77.8% | 22.2% |
| 21. I am paid fairly. | 1 | 6 | 6 | 5 | | 18 | 38.9% | 61.1% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 5 | 12 | 1 | | | 18 | 94.4% | 5.6% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 2 | 11 | 4 | | | 17 | 76.5% | 23.5% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 8 | 9 | 1 | | | 18 | 94.4% | 5.6% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 2 | 10 | 5 | 1 | | 18 | 66.7% | 33.3% |
| 26. In my position, I receive appropriate and adequate support and training. | 3 | 10 | 3 | 2 | | 18 | 72.2% | 27.8% |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 2 | | 7 | 9 | | 18 | 11.1% | 88.9% |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 2 | 6 | 7 | 3 | | 18 | 44.4% | 55.6% |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 1 | 2 | 8 | 7 | | 18 | 16.7% | 83.3% |
| 30. At my school I spend most of my PIP time on non-instructional activities. | | 3 | 10 | 2 | 3 | 18 | 20.0% | 80.0% |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | | 8 | 5 | 2 | 3 | 18 | 53.3% | 46.7% |