

| Questions  | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good.  | 13             | 18    | 1        |                   |                | 32          | 96.9%   | 3.1%       |
| 2. There is an atmosphere of open communication and trust in my school/worksite.                       | 13             | 19    |          |                   |                | 32          | 100.0%  | 0.0%       |
| 3. I personally feel successful in my work.  | 13             | 19    |          |                   |                | 32          | 100.0%  | 0.0%       |
| 4. I feel involved in decision-making at my school/worksite.   | 12             | 14    | 4        |                   | 1              | 31          | 86.7%   | 13.3%      |
| 5. I want to be involved in decision-making at my school/worksite.                                     | 11             | 16    | 4        |                   |                | 31          | 87.1%   | 12.9%      |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions.     | 13             | 15    | 3        | 1                 |                | 32          | 87.5%   | 12.5%      |
| 7. In my school/worksite, I am treated as a professional.  | 20             | 12    |          |                   |                | 32          | 100.0%  | 0.0%       |
| 8. There is good teamwork among staff in my school/worksite.   | 15             | 16    | 1        |                   |                | 32          | 96.9%   | 3.1%       |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite.                  | 8              | 15    | 5        | 2                 | 2              | 32          | 76.7%   | 23.3%      |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success.                         | 11             | 17    | 2        | 1                 |                | 31          | 90.3%   | 9.7%       |
| 11. My work performance is evaluated fairly.   | 9              | 18    | 3        | 1                 | 1              | 32          | 87.1%   | 12.9%      |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job.                 | 4              | 13    | 8        | 6                 | 1              | 32          | 54.8%   | 45.2%      |
| 13. I am provided adequate work and storage space to prepare for and do my job.                        | 11             | 17    | 2        | 2                 |                | 32          | 87.5%   | 12.5%      |
| 14. My administrators/supervisors respect the negotiated contracts.                                    | 17             | 15    |          |                   |                | 32          | 100.0%  | 0.0%       |
| 15. My planning time is respected by my school administrations/supervisors.                            | 13             | 11    | 4        |                   | 4              | 32          | 85.7%   | 14.3%      |
| 16. In my school, administrators/supervisors support me in enforcing discipline.                       | 12             | 19    |          |                   | 1              | 32          | 100.0%  | 0.0%       |
| 17. In my school, student misbehavior interferes with learning.  |                | 20    | 11       | 1                 |                | 32          | 62.5%   | 37.5%      |
| 18. Too much instructional time is spent administering assessments.                                    | 5              | 15    | 7        | 1                 | 4              | 32          | 71.4%   | 28.6%      |
| 19. HCPSS professional development experiences are meaningful and worthwhile.                          | 3              | 16    | 7        | 6                 |                | 32          | 59.4%   | 40.6%      |
| 20. Increased workload has contributed to a decline in my morale.                                      | 4              | 13    | 8        | 4                 | 3              | 32          | 58.6%   | 41.4%      |
| 21. I am paid fairly.  | 4              | 11    | 12       | 5                 |                | 32          | 46.9%   | 53.1%      |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent.                         | 8              | 24    |          |                   |                | 32          | 100.0%  | 0.0%       |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education.             | 1              | 26    | 2        |                   | 3              | 32          | 93.1%   | 6.9%       |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).          | 9              | 21    |          |                   | 1              | 31          | 100.0%  | 0.0%       |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 6              | 21    | 3        | 1                 |                | 31          | 87.1%   | 12.9%      |
| 26. In my position, I receive appropriate and adequate support and training.                           | 4              | 22    | 4        | 1                 |                | 31          | 83.9%   | 16.1%      |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues.                      |                | 1     | 9        | 19                | 3              | 32          | 3.4%    | 96.6%      |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.      |                |       | 8        | 21                | 2              | 31          | 0.0%    | 100.0%     |
| 29. In the last 12 months, I have experienced harassing behavior from parents.                         | 2              | 8     | 10       | 9                 | 3              | 32          | 34.5%   | 65.5%      |
| 30. At my school I spend most of my PIP time on non-instructional activities.                          | 2              | 6     | 17       |                   | 7              | 32          | 32.0%   | 68.0%      |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration.       | 7              | 18    | 1        |                   | 6              | 32          | 96.2%   | 3.8%       |