

| Questions                                                                                              | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % AGREE | % DISAGREE |
|--------------------------------------------------------------------------------------------------------|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good.                                                      |                | 5     | 10       | 7                 | 1              | 23          | 22.7%   | 77.3%      |
| 2. There is an atmosphere of open communication and trust in my school/worksite.                       |                | 10    | 8        | 4                 | 1              | 23          | 45.5%   | 54.5%      |
| 3. I personally feel successful in my work.                                                            | 1              | 14    | 5        | 3                 |                | 23          | 65.2%   | 34.8%      |
| 4. I feel involved in decision-making at my school/worksite.                                           | 1              | 7     | 8        | 5                 | 2              | 23          | 38.1%   | 61.9%      |
| 5. I want to be involved in decision-making at my school/worksite.                                     | 5              | 13    | 3        | 1                 | 1              | 23          | 81.8%   | 18.2%      |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions.     | 2              | 7     | 6        | 5                 | 2              | 22          | 45.0%   | 55.0%      |
| 7. In my school/worksite, I am treated as a professional.                                              | 2              | 14    | 3        | 3                 |                | 22          | 72.7%   | 27.3%      |
| 8. There is good teamwork among staff in my school/worksite.                                           | 2              | 14    | 4        | 2                 |                | 22          | 72.7%   | 27.3%      |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite.                  |                | 13    | 9        | 1                 |                | 23          | 56.5%   | 43.5%      |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success.                         |                | 11    | 6        | 5                 |                | 22          | 50.0%   | 50.0%      |
| 11. My work performance is evaluated fairly.                                                           | 2              | 15    | 5        | 1                 |                | 23          | 73.9%   | 26.1%      |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job.                 |                | 8     | 9        | 6                 |                | 23          | 34.8%   | 65.2%      |
| 13. I am provided adequate work and storage space to prepare for and do my job.                        | 2              | 18    | 1        | 2                 |                | 23          | 87.0%   | 13.0%      |
| 14. My administrators/supervisors respect the negotiated contracts.                                    | 2              | 18    | 1        | 1                 |                | 22          | 90.9%   | 9.1%       |
| 15. My planning time is respected by my school administrations/supervisors.                            | 2              | 8     | 10       | 2                 |                | 22          | 45.5%   | 54.5%      |
| 16. In my school, administrators/supervisors support me in enforcing discipline.                       |                | 10    | 5        | 7                 |                | 22          | 45.5%   | 54.5%      |
| 17. In my school, student misbehavior interferes with learning.                                        | 18             | 4     |          | 1                 |                | 23          | 95.7%   | 4.3%       |
| 18. Too much instructional time is spent administering assessments.                                    | 2              | 12    | 9        |                   |                | 23          | 60.9%   | 39.1%      |
| 19. HCPSS professional development experiences are meaningful and worthwhile.                          |                | 12    | 7        | 3                 |                | 22          | 54.5%   | 45.5%      |
| 20. Increased workload has contributed to a decline in my morale.                                      | 6              | 7     | 7        |                   | 3              | 23          | 65.0%   | 35.0%      |
| 21. I am paid fairly.                                                                                  |                | 14    | 5        | 4                 |                | 23          | 60.9%   | 39.1%      |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent.                         |                | 8     | 3        | 12                |                | 23          | 34.8%   | 65.2%      |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education.             | 1              | 17    | 3        | 1                 | 1              | 23          | 81.8%   | 18.2%      |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).         | 8              | 12    | 1        | 1                 |                | 22          | 90.9%   | 9.1%       |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 1              | 15    | 3        | 3                 | 1              | 23          | 72.7%   | 27.3%      |
| 26. In my position, I receive appropriate and adequate support and training.                           | 1              | 14    | 6        | 2                 |                | 23          | 65.2%   | 34.8%      |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues.                      |                | 2     | 7        | 12                | 2              | 23          | 9.5%    | 90.5%      |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.      | 1              | 3     | 7        | 11                |                | 22          | 18.2%   | 81.8%      |
| 29. In the last 12 months, I have experienced harassing behavior from parents.                         | 1              | 3     | 8        | 10                | 1              | 23          | 18.2%   | 81.8%      |