

| Questions  | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good.  | 3              | 20    | 6        | 3                 |                | 32          | 71.9%   | 28.1%      |
| 2. There is an atmosphere of open communication and trust in my school/worksite.                       | 7              | 15    | 6        | 4                 |                | 32          | 68.8%   | 31.3%      |
| 3. I personally feel successful in my work.  | 8              | 17    | 7        |                   |                | 32          | 78.1%   | 21.9%      |
| 4. I feel involved in decision-making at my school/worksite.   | 7              | 16    | 6        | 2                 | 1              | 32          | 74.2%   | 25.8%      |
| 5. I want to be involved in decision-making at my school/worksite.                                     | 16             | 15    |          | 1                 |                | 32          | 96.9%   | 3.1%       |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions.     | 11             | 11    | 7        | 3                 |                | 32          | 68.8%   | 31.3%      |
| 7. In my school/worksite, I am treated as a professional.  | 14             | 14    | 2        | 2                 |                | 32          | 87.5%   | 12.5%      |
| 8. There is good teamwork among staff in my school/worksite.   | 12             | 17    | 3        |                   |                | 32          | 90.6%   | 9.4%       |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite.                  | 8              | 12    | 7        | 4                 | 1              | 32          | 64.5%   | 35.5%      |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success.                         | 12             | 16    | 2        | 1                 | 1              | 32          | 90.3%   | 9.7%       |
| 11. My work performance is evaluated fairly.   | 8              | 16    | 4        | 2                 |                | 30          | 80.0%   | 20.0%      |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job.                 | 5              | 13    | 10       | 4                 |                | 32          | 56.3%   | 43.8%      |
| 13. I am provided adequate work and storage space to prepare for and do my job.                        | 13             | 15    | 3        | 1                 |                | 32          | 87.5%   | 12.5%      |
| 14. My administrators/supervisors respect the negotiated contracts.                                    | 12             | 18    | 1        |                   |                | 31          | 96.8%   | 3.2%       |
| 15. My planning time is respected by my school administrations/supervisors.                            | 6              | 18    | 3        |                   | 5              | 32          | 88.9%   | 11.1%      |
| 16. In my school, administrators/supervisors support me in enforcing discipline.                       | 10             | 11    | 8        | 2                 | 1              | 32          | 67.7%   | 32.3%      |
| 17. In my school, student misbehavior interferes with learning.  | 20             | 9     | 1        |                   | 2              | 32          | 96.7%   | 3.3%       |
| 18. Too much instructional time is spent administering assessments.                                    | 1              | 15    | 9        | 2                 | 5              | 32          | 59.3%   | 40.7%      |
| 19. HCPSS professional development experiences are meaningful and worthwhile.                          | 1              | 17    | 8        | 6                 |                | 32          | 56.3%   | 43.8%      |
| 20. Increased workload has contributed to a decline in my morale.                                      | 4              | 7     | 13       | 4                 | 4              | 32          | 39.3%   | 60.7%      |
| 21. I am paid fairly.  | 2              | 14    | 12       | 4                 |                | 32          | 50.0%   | 50.0%      |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent.                         | 9              | 18    | 3        | 1                 | 1              | 32          | 87.1%   | 12.9%      |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education.             | 4              | 19    | 4        | 2                 | 3              | 32          | 79.3%   | 20.7%      |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).          | 6              | 23    | 1        |                   |                | 30          | 96.7%   | 3.3%       |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 8              | 14    | 6        | 4                 |                | 32          | 68.8%   | 31.3%      |
| 26. In my position, I receive appropriate and adequate support and training.                           | 6              | 20    | 4        | 1                 | 1              | 32          | 83.9%   | 16.1%      |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues.                      | 1              | 2     | 9        | 16                | 4              | 32          | 10.7%   | 89.3%      |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.      |                | 1     | 10       | 18                | 3              | 32          | 3.4%    | 96.6%      |
| 29. In the last 12 months, I have experienced harassing behavior from parents.                         | 2              | 3     | 13       | 11                | 3              | 32          | 17.2%   | 82.8%      |