

| Questions  | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % AGREE | % DISAGREE |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good.  | 2              | 7     | 10       | 6                 |                | 25          | 36.0%   | 64.0%      |
| 2. There is an atmosphere of open communication and trust in my school/worksite.                       | 2              | 6     | 10       | 6                 | 1              | 25          | 33.3%   | 66.7%      |
| 3. I personally feel successful in my work.  | 6              | 13    | 4        | 2                 |                | 25          | 76.0%   | 24.0%      |
| 4. I feel involved in decision-making at my school/worksite.   | 3              | 10    | 6        | 6                 |                | 25          | 52.0%   | 48.0%      |
| 5. I want to be involved in decision-making at my school/worksite.                                     | 8              | 16    |          | 1                 |                | 25          | 96.0%   | 4.0%       |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions.     | 4              | 8     | 8        | 2                 | 3              | 25          | 54.5%   | 45.5%      |
| 7. In my school/worksite, I am treated as a professional.  | 4              | 14    | 5        | 2                 |                | 25          | 72.0%   | 28.0%      |
| 8. There is good teamwork among staff in my school/worksite.   | 3              | 12    | 7        | 3                 |                | 25          | 60.0%   | 40.0%      |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite.                  | 3              | 12    | 3        | 4                 | 3              | 25          | 68.2%   | 31.8%      |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success.                         | 9              | 13    | 1        | 1                 | 1              | 25          | 91.7%   | 8.3%       |
| 11. My work performance is evaluated fairly.   | 3              | 12    | 5        | 1                 | 3              | 24          | 71.4%   | 28.6%      |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job.                 | 2              | 10    | 10       | 2                 | 1              | 25          | 50.0%   | 50.0%      |
| 13. I am provided adequate work and storage space to prepare for and do my job.                        | 6              | 16    | 2        | 1                 |                | 25          | 88.0%   | 12.0%      |
| 14. My administrators/supervisors respect the negotiated contracts.                                    | 7              | 16    |          | 1                 | 1              | 25          | 95.8%   | 4.2%       |
| 15. My planning time is respected by my school administrations/supervisors.                            | 3              | 10    | 4        | 1                 | 7              | 25          | 72.2%   | 27.8%      |
| 16. In my school, administrators/supervisors support me in enforcing discipline.                       | 3              | 10    | 3        | 3                 | 6              | 25          | 68.4%   | 31.6%      |
| 17. In my school, student misbehavior interferes with learning.  | 4              | 11    | 3        |                   | 7              | 25          | 83.3%   | 16.7%      |
| 18. Too much instructional time is spent administering assessments.                                    | 3              | 5     | 8        | 3                 | 6              | 25          | 42.1%   | 57.9%      |
| 19. HCPSS professional development experiences are meaningful and worthwhile.                          | 1              | 14    | 3        | 5                 | 2              | 25          | 65.2%   | 34.8%      |
| 20. Increased workload has contributed to a decline in my morale.                                      | 5              | 6     | 8        | 2                 | 4              | 25          | 52.4%   | 47.6%      |
| 21. I am paid fairly.  | 3              | 12    | 4        | 5                 | 1              | 25          | 62.5%   | 37.5%      |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent.                         | 1              | 3     | 7        | 12                | 1              | 24          | 17.4%   | 82.6%      |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education.             |                | 12    | 5        | 3                 | 2              | 22          | 60.0%   | 40.0%      |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).         | 2              | 20    | 3        |                   |                | 25          | 88.0%   | 12.0%      |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 4              | 15    | 2        | 2                 | 2              | 25          | 82.6%   | 17.4%      |
| 26. In my position, I receive appropriate and adequate support and training.                           | 3              | 15    | 6        |                   | 1              | 25          | 75.0%   | 25.0%      |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues.                      | 1              | 6     | 6        | 12                |                | 25          | 28.0%   | 72.0%      |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.      | 1              | 3     | 8        | 13                |                | 25          | 16.0%   | 84.0%      |
| 29. In the last 12 months, I have experienced harassing behavior from parents.                         |                | 2     | 10       | 13                |                | 25          | 8.0%    | 92.0%      |