

| Questions | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good. | 1 | 22 | 28 | 19 | | 70 | 32.9% | 67.1% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 1 | 37 | 21 | 10 | 1 | 70 | 55.1% | 44.9% |
| 3. I personally feel successful in my work. | 12 | 40 | 11 | 6 | | 70 | 74.3% | 24.3% |
| 4. I feel involved in decision-making at my school/worksite. | 3 | 23 | 26 | 18 | | 70 | 37.1% | 62.9% |
| 5. I want to be involved in decision-making at my school/worksite. | 16 | 41 | 12 | | 1 | 70 | 82.6% | 17.4% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 6 | 38 | 14 | 10 | 2 | 70 | 64.7% | 35.3% |
| 7. In my school/worksite, I am treated as a professional. | 6 | 44 | 7 | 12 | | 70 | 71.4% | 27.1% |
| 8. There is good teamwork among staff in my school/worksite. | 12 | 33 | 11 | 14 | | 70 | 64.3% | 35.7% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 4 | 35 | 14 | 13 | 3 | 70 | 58.2% | 40.3% |
| 10. My working environment (i.e. safety, cleanliness. is conducive to success. | 3 | 44 | 11 | 11 | 1 | 70 | 68.1% | 31.9% |
| 11. My work performance is evaluated fairly. | 6 | 31 | 15 | 15 | 2 | 70 | 54.4% | 44.1% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 2 | 30 | 10 | 25 | 3 | 70 | 47.8% | 52.2% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 18 | 41 | 4 | 6 | 1 | 70 | 85.5% | 14.5% |
| 14. My administrators/supervisors respect the negotiated contracts. | 10 | 44 | 10 | 3 | 3 | 70 | 80.6% | 19.4% |
| 15. My planning time is respected by my school administrations/supervisors. | 15 | 31 | 8 | 4 | 12 | 70 | 79.3% | 20.7% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 6 | 36 | 13 | 8 | 6 | 70 | 65.6% | 32.8% |
| 17. In my school, student misbehavior interferes with learning. | 26 | 27 | 8 | 3 | 5 | 70 | 81.5% | 16.9% |
| 18. Too much instructional time is spent administering assessments. | 29 | 19 | 7 | 2 | 12 | 70 | 82.8% | 15.5% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | | 12 | 20 | 31 | 6 | 70 | 18.8% | 79.7% |
| 20. Increased workload has contributed to a decline in my morale. | 34 | 20 | 11 | 3 | 2 | 70 | 79.4% | 20.6% |
| 21. I am paid fairly | 1 | 12 | 20 | 37 | | 70 | 18.6% | 81.4% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 2 | 22 | 25 | 16 | 4 | 70 | 36.4% | 62.1% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | | 13 | 27 | 25 | 4 | 70 | 19.7% | 78.8% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA.. | 18 | 36 | 9 | 5 | 1 | 70 | 78.3% | 20.3% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 3 | 34 | 21 | 9 | 3 | 70 | 55.2% | 44.8% |
| 26. In my position, I receive appropriate and adequate support and training. | 3 | 40 | 15 | 12 | | 70 | 61.4% | 38.6% |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 2 | 5 | 22 | 38 | 2 | 70 | 10.3% | 88.2% |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 4 | 5 | 23 | 36 | 2 | 70 | 13.2% | 86.8% |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 6 | 13 | 26 | 24 | 1 | 70 | 27.5% | 72.5% |