

| Questions | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good. | 2 | 22 | 13 | 3 | | 40 | 60.0% | 40.0% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 3 | 22 | 12 | 3 | | 40 | 62.5% | 37.5% |
| 3. I personally feel successful in my work. | 11 | 24 | 3 | 2 | | 40 | 87.5% | 12.5% |
| 4. I feel involved in decision-making at my school/worksite. | 4 | 17 | 14 | 5 | | 40 | 52.5% | 47.5% |
| 5. I want to be involved in decision-making at my school/worksite. | 11 | 24 | 2 | | 1 | 38 | 94.6% | 5.4% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 7 | 17 | 12 | 4 | | 40 | 60.0% | 40.0% |
| 7. In my school/worksite, I am treated as a professional. | 10 | 21 | 3 | 5 | | 39 | 79.5% | 20.5% |
| 8. There is good teamwork among staff in my school/worksite. | 8 | 25 | 4 | 2 | | 39 | 84.6% | 15.4% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 2 | 19 | 13 | 2 | 4 | 40 | 58.3% | 41.7% |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 3 | 22 | 11 | 3 | | 39 | 64.1% | 35.9% |
| 11. My work performance is evaluated fairly. | 5 | 27 | 7 | 1 | | 40 | 80.0% | 20.0% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 4 | 11 | 13 | 11 | 1 | 40 | 38.5% | 61.5% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 7 | 24 | 8 | 1 | | 40 | 77.5% | 22.5% |
| 14. My administrators/supervisors respect the negotiated contracts. | 8 | 26 | 5 | 1 | | 40 | 85.0% | 15.0% |
| 15. My planning time is respected by my school administrations/supervisors. | 6 | 19 | 5 | 3 | 6 | 39 | 75.8% | 24.2% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 3 | 15 | 13 | 8 | 1 | 40 | 46.2% | 53.8% |
| 17. In my school, student misbehavior interferes with learning. | 17 | 16 | 6 | | 1 | 40 | 84.6% | 15.4% |
| 18. Too much instructional time is spent administering assessments. | 20 | 15 | 3 | 1 | 1 | 40 | 89.7% | 10.3% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | | 11 | 13 | 16 | | 40 | 27.5% | 72.5% |
| 20. Increased workload has contributed to a decline in my morale. | 9 | 13 | 14 | 2 | 2 | 40 | 57.9% | 42.1% |
| 21. I am paid fairly. | | 17 | 16 | 7 | | 40 | 42.5% | 57.5% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 3 | 28 | 5 | 2 | 1 | 39 | 81.6% | 18.4% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 2 | 22 | 11 | 1 | 3 | 39 | 66.7% | 33.3% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 8 | 23 | 5 | 1 | 2 | 39 | 83.8% | 16.2% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 3 | 20 | 12 | 3 | 1 | 39 | 60.5% | 39.5% |
| 26. In my position, I receive appropriate and adequate support and training. | 4 | 22 | 10 | 3 | | 39 | 66.7% | 33.3% |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 1 | 7 | 13 | 18 | 1 | 40 | 20.5% | 79.5% |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 4 | 1 | 14 | 20 | 1 | 40 | 12.8% | 87.2% |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 3 | 5 | 16 | 14 | 1 | 39 | 21.1% | 78.9% |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 11 | 8 | 11 | 2 | 8 | 40 | 59.4% | 40.6% |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 1 | 6 | 12 | 12 | 9 | 40 | 22.6% | 77.4% |