

| Questions | Agree | Strongly agree | Disagree | Strongly disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|-------|----------------|----------|-------------------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good | 23 | 12 | 1 | 1 | | 37 | 94.6% | 5.4% |
| 2) There is an atmosphere of open communication and trust in my school/worksite. | 15 | 19 | 2 | 1 | | 37 | 91.9% | 8.1% |
| 3) I personally feel successful in my work. | 19 | 17 | 1 | | | 37 | 97.3% | 2.7% |
| 4) I feel involved in decision-making at my school/worksite. | 17 | 14 | 4 | 2 | | 37 | 83.8% | 16.2% |
| 5) I want to be involved in decision-making at my school/worksite. | 17 | 17 | 1 | | 2 | 37 | 97.1% | 2.9% |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 13 | 18 | 4 | | 1 | 36 | 88.6% | 11.4% |
| 7) In my school/worksite, I am treated as a professional. | 8 | 26 | 1 | | 1 | 36 | 97.1% | 2.9% |
| 8) There is good teamwork among staff in my school/worksite. | 14 | 9 | 4 | | 9 | 36 | 85.2% | 14.8% |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite. | 16 | 14 | 2 | | 4 | 36 | 93.8% | 6.3% |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success. | 14 | 19 | 1 | | 2 | 36 | 97.1% | 2.9% |
| 11) My work performance is evaluated fairly. | 15 | 12 | 5 | 1 | 3 | 36 | 81.8% | 18.2% |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job. | 15 | 16 | 2 | | 3 | 36 | 93.9% | 6.1% |
| 13) I am provided adequate work and storage space to prepare for and do my job. | 12 | 21 | 1 | | 2 | 36 | 97.1% | 2.9% |
| 14) My administrators/supervisors respect the negotiated contracts. | 7 | 14 | | | 14 | 35 | 100.0% | 0.0% |
| 15) My planning time is respected by my school administrations/supervisors. | 8 | 4 | 1 | | 23 | 36 | 92.3% | 7.7% |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline. | 6 | 3 | 3 | 2 | 22 | 36 | 64.3% | 35.7% |
| 17) In my school, student misbehavior interferes with learning. | 5 | 5 | 3 | 1 | 22 | 36 | 71.4% | 28.6% |

| | | | | | | | | |
|---|----|----|----|----|----|----|--------|-------|
| 18) Too much instructional time is spent administering assessments. | 21 | 4 | 7 | 2 | 2 | 36 | 73.5% | 26.5% |
| 19) HCPSS professional development experiences are meaningful and worthwhile. | 8 | 6 | 15 | 3 | 4 | 36 | 43.8% | 56.3% |
| 20) Increased workload has contributed to a decline in my morale. | 8 | 6 | 15 | 3 | 4 | 36 | 43.8% | 56.3% |
| 21) I am paid fairly. | 13 | 4 | 10 | 9 | | 36 | 47.2% | 52.8% |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent. | 22 | 8 | 3 | 2 | 1 | 36 | 85.7% | 14.3% |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education. | 17 | 3 | 10 | 4 | 1 | 35 | 58.8% | 41.2% |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 24 | 6 | 5 | | 1 | 36 | 85.7% | 14.3% |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 19 | 5 | 8 | 2 | 2 | 36 | 70.6% | 29.4% |
| 26) In my position, I receive appropriate and adequate support and training. | 15 | 11 | 8 | 1 | 1 | 36 | 74.3% | 25.7% |
| 27) During this current school year, I have experienced harassing behavior from colleagues. | 1 | 1 | 7 | 26 | 1 | 36 | 5.7% | 94.3% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | | 2 | 6 | 27 | 1 | 36 | 5.7% | 94.3% |
| 29) During this current school year, I have experienced harassing behavior from parents. | 1 | 3 | 11 | 19 | 2 | 36 | 11.8% | 88.2% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments. | 3 | | 2 | 1 | 30 | 36 | 50.0% | 50.0% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration. | 5 | | | | 31 | 36 | 100.0% | 0.0% |
| 32) In my school/worksite, I spend too much time in meetings. | 5 | 3 | 7 | 2 | 18 | 35 | 47.1% | 52.9% |
| 33) In my school, there is adequate support for special education students. | 7 | 2 | 4 | 5 | 17 | 35 | 50.0% | 50.0% |