

| Questions | Agree | Strongly agree | Disagree | Strongly disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|-------|----------------|----------|-------------------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good | 16 | 4 | 12 | 5 | | 37 | 54.1% | 45.9% |
| 2) There is an atmosphere of open communication and trust in my school/worksite. | 16 | 12 | 5 | 4 | | 37 | 75.7% | 24.3% |
| 3) I personally feel successful in my work. | 19 | 13 | 2 | 1 | 2 | 37 | 91.4% | 8.6% |
| 4) I feel involved in decision-making at my school/worksite. | 15 | 13 | 5 | 3 | 1 | 37 | 77.8% | 22.2% |
| 5) I want to be involved in decision-making at my school/worksite. | 17 | 13 | 2 | | 5 | 37 | 93.8% | 6.3% |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 10 | 21 | 1 | 4 | 1 | 37 | 86.1% | 13.9% |
| 7) In my school/worksite, I am treated as a professional. | 13 | 21 | 2 | | 1 | 37 | 94.4% | 5.6% |
| 8) There is good teamwork among staff in my school/worksite. | 17 | 9 | 9 | 1 | 1 | 37 | 72.2% | 27.8% |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite. | 17 | 10 | 1 | 3 | 6 | 37 | 87.1% | 12.9% |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success. | 12 | 13 | 6 | 3 | 3 | 37 | 73.5% | 26.5% |
| 11) My work performance is evaluated fairly. | 12 | 22 | 1 | | 2 | 37 | 97.1% | 2.9% |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job. | 11 | 9 | 10 | 5 | 2 | 37 | 57.1% | 42.9% |
| 13) I am provided adequate work and storage space to prepare for and do my job. | 13 | 14 | 7 | 1 | 2 | 37 | 77.1% | 22.9% |
| 14) My administrators/supervisors respect the negotiated contracts. | 11 | 23 | 1 | | 2 | 37 | 97.1% | 2.9% |
| 15) My planning time is respected by my school administrations/supervisors. | 11 | 12 | 3 | 2 | 9 | 37 | 82.1% | 17.9% |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline. | 14 | 6 | 7 | 3 | 7 | 37 | 66.7% | 33.3% |
| 17) In my school, student misbehavior interferes with learning. | 5 | 25 | 1 | 2 | 4 | 37 | 90.9% | 9.1% |

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|---|----|---|----|----|----|----|-------|-------|
| 18) Too much instructional time is spent administering assessments. | 12 | 6 | 6 | 2 | 11 | 37 | 69.2% | 30.8% |
| 19) HCPSS professional development experiences are meaningful and worthwhile. | 9 | 2 | 16 | 8 | 1 | 36 | 31.4% | 68.6% |
| 20) Increased workload has contributed to a decline in my morale. | 13 | 6 | 11 | 3 | 3 | 36 | 57.6% | 42.4% |
| 21) I am paid fairly. | 16 | 1 | 12 | 8 | | 37 | 45.9% | 54.1% |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent. | 22 | | 14 | 1 | | 37 | 59.5% | 40.5% |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education. | 10 | 2 | 19 | 6 | | 37 | 32.4% | 67.6% |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 25 | 6 | 4 | 2 | | 37 | 83.8% | 16.2% |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 20 | 5 | 7 | 2 | 3 | 37 | 73.5% | 26.5% |
| 26) In my position, I receive appropriate and adequate support and training. | 16 | 9 | 8 | 2 | 2 | 37 | 71.4% | 28.6% |
| 27) During this current school year, I have experienced harassing behavior from colleagues. | 1 | 1 | 12 | 23 | | 37 | 5.4% | 94.6% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 3 | 1 | 9 | 24 | | 37 | 10.8% | 89.2% |
| 29) During this current school year, I have experienced harassing behavior from parents. | 6 | 3 | 11 | 16 | 1 | 37 | 25.0% | 75.0% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments. | 9 | 2 | 8 | 3 | 15 | 37 | 50.0% | 50.0% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration. | 18 | 3 | 5 | 2 | 9 | 37 | 75.0% | 25.0% |
| 32) In my school/worksite, I spend too much time in meetings. | 11 | 3 | 18 | 2 | 3 | 37 | 41.2% | 58.8% |
| 33) In my school, there is adequate support for special education students. | 2 | | 12 | 20 | 1 | 35 | 5.9% | 94.1% |