

## ATHOLTON ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		2	9	19		30	6.7%	93.3%
2. There is an atmosphere of open communication and trust in my school/worksite.		5	14	11		30	16.7%	83.3%
3. I personally feel successful in my work.	2	16	10	2		30	60.0%	40.0%
4. I feel involved in decision-making at my school/worksite.		7	14	9		30	23.3%	76.7%
5. I want to be involved in decision-making at my school/worksite.	8	19	3			30	90.0%	10.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	8	13	8		30	30.0%	70.0%
7. In my school/worksite, I am treated as a professional.	3	12	12	3		30	50.0%	50.0%
8. There is good teamwork among staff in my school/worksite.	9	15	5			29	82.8%	17.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	15	7	2	2	30	67.9%	32.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	15	8	1		30	70.0%	30.0%
11. My work performance is evaluated fairly.	2	20	6	1		29	75.9%	24.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		5	15	8		28	17.9%	82.1%
13. I am provided adequate work and storage space to prepare for and do my job.	7	17	4	2		30	80.0%	20.0%
14. My administrators/supervisors respect the negotiated contracts.	3	21	5	1		30	80.0%	20.0%
15. My planning time is respected by my school administrations/supervisors.	1	17	9	2	1	30	62.1%	37.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	9	10	6	4	30	38.5%	61.5%
17. In my school, student misbehavior interferes with learning.	17	9	3	1		30	86.7%	13.3%
18. Too much instructional time is spent administering assessments.	7	14	3		6	30	87.5%	12.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	10	7	1	30	41.4%	58.6%
20. Increased workload has contributed to a decline in my morale.	13	12	4		1	30	86.2%	13.8%
21. I am paid fairly.		15	10	5		30	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		2	9	19		30	6.7%	93.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	17	9			29	69.0%	31.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	21	1			30	96.7%	3.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	20	6	1	2	30	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.	2	16	8	4		30	60.0%	40.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	15	13		30	6.7%	93.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	20	8		30	6.7%	93.3%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	16	9		30	16.7%	83.3%