

## Worksite

## Harper's Choice MS

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	0	11	0	26	19	56	20%	80%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	12	0	22	21	56	23%	77%
3. I personally feel successful in my work.	13	33	0	3	7	56	82%	18%
4. I feel involved in decision-making at my school/worksite.	5	11	1	20	19	56	29%	70%
5. I want to be involved in decision-making at my school/worksite.	16	38	0	0	2	56	96%	4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	17	2	16	17	56	38%	59%
7. In my school/worksite, I am treated as a professional.	13	21	0	7	15	56	61%	39%
8. There is good teamwork among staff in my school/worksite.	11	26	0	8	11	56	66%	34%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	27	5	7	10	56	61%	30%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	18	26	1	3	8	56	79%	20%
11. My work performance is evaluated fairly.	12	30	1	4	8	55	76%	22%
12. I am provided adequate time during the workday to plan, prepare for and do my job	8	17	1	21	9	56	45%	54%
13. I am provided adequate work and storage space to prepare for and do my job.	12	40	1	1	2	56	93%	5%
14. My administrators/supervisors respect the negotiated contracts.	9	20	1	11	15	56	52%	46%
15. My planning time is respected by my school administrations/supervisors.	7	18	10	11	10	56	45%	38%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	13	2	25	11	56	32%	64%
17. In my school, student misbehavior interferes with learning.	26	25	0	2	2	55	93%	7%
18. Too much instructional time is spent administering assessments.	9	16	9	2	20	56	45%	39%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	24	3	12	15	56	46%	48%
20. Increased workload has contributed to a decline in my morale.	13	17	2	4	20	56	54%	43%
21. I am paid fairly	4	26	0	10	16	56	54%	46%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	34	12	2	4	56	68%	11%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	25	4	7	17	56	50%	43%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	17	34	2	0	3	56	91%	5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	35	1	3	6	56	82%	16%
26. In my position, I receive appropriate and adequate support and training.	6	33	1	5	10	55	71%	27%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	5	3	27	16	56	18%	77%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	6	2	20	23	56	20%	77%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	14	4	12	22	56	32%	61%