

Worksite

Veterans ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	16	47	0	1	11	75	84%	16%
2. There is an atmosphere of open communication and trust in my school/worksite.	14	43	0	2	16	75	76%	24%
3. I personally feel successful in my work.	25	42	0	0	8	75	89%	11%
4. I feel involved in decision-making at my school/worksite.	10	34	2	4	25	75	59%	39%
5. I want to be involved in decision-making at my school/worksite.	22	45	3	1	3	74	91%	5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	37	2	4	19	75	67%	31%
7. In my school/worksite, I am treated as a professional.	28	42	0	1	4	75	93%	7%
8. There is good teamwork among staff in my school/worksite.	22	39	0	5	9	75	81%	19%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	37	11	2	13	73	64%	21%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	26	43	0	2	4	75	92%	8%
11. My work performance is evaluated fairly.	22	45	1	1	6	75	89%	9%
12. I am provided adequate time during the workday to plan, prepare for and do my job	10	37	2	7	19	75	63%	35%
13. I am provided adequate work and storage space to prepare for and do my job.	19	41	2	3	10	75	80%	17%
14. My administrators/supervisors respect the negotiated contracts.	32	39	0	1	3	75	95%	5%
15. My planning time is respected by my school administrations/supervisors.	18	40	8	3	5	74	78%	11%
16. In my school, administrators/supervisors support me in enforcing discipline.	18	30	9	4	12	73	66%	22%
17. In my school, student misbehavior interferes with learning.	12	26	10	3	24	75	51%	36%
18. Too much instructional time is spent administering assessments.	3	21	16	3	30	73	33%	45%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	40	2	7	20	75	61%	36%
20. Increased workload has contributed to a decline in my morale.	9	25	5	5	31	75	45%	48%
21. I am paid fairly	2	29	0	16	28	75	41%	59%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	46	8	3	9	73	73%	16%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	48	2	5	15	74	70%	27%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	15	50	1	1	6	73	89%	10%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	46	2	3	13	75	76%	21%
26. In my position, I receive appropriate and adequate support and training.	13	44	0	2	15	74	77%	23%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	6	9	32	26	75	11%	77%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	3	8	35	27	75	7%	83%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	10	5	27	28	75	20%	73%