

WORTHINGTON ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	9	17	4	3		33	78.8%	21.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	21	6	1		33	78.8%	21.2%
3. I personally feel successful in my work.	10	18	4	1		33	84.8%	15.2%
4. I feel involved in decision-making at my school/worksite.	6	19	4	3	1	33	78.1%	21.9%
5. I want to be involved in decision-making at my school/worksite.	10	19		1	2	32	96.7%	3.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	18	5	1	1	33	81.3%	18.8%
7. In my school/worksite, I am treated as a professional.	11	18	2	2		33	87.9%	12.1%
8. There is good teamwork among staff in my school/worksite.	7	19	5	1	1	33	81.3%	18.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	21	4			33	87.9%	12.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	21	1			33	97.0%	3.0%
11. My work performance is evaluated fairly.	9	17	4	1	1	32	83.9%	16.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	15	6	4	1	33	68.8%	31.3%
13. I am provided adequate work and storage space to prepare for and do my job.	9	19	4	1		33	84.8%	15.2%
14. My administrators/supervisors respect the negotiated contracts.	16	15		1	1	33	96.9%	3.1%
15. My planning time is respected by my school administrations/supervisors.	12	15	1	1	4	33	93.1%	6.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	15	2	2	2	33	87.1%	12.9%
17. In my school, student misbehavior interferes with learning.	2	12	15	3	1	33	43.8%	56.3%
18. Too much instructional time is spent administering assessments.	10	12	7		4	33	75.9%	24.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	15	13	1		33	57.6%	42.4%
20. Increased workload has contributed to a decline in my morale.	12	11	8	1	1	33	71.9%	28.1%
21. I am paid fairly.	2	14	7	10		33	48.5%	51.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		2	12	19		33	6.1%	93.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	18	7	3		33	69.7%	30.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	20	1	1		33	93.9%	6.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	22	5	1	1	33	81.3%	18.8%
26. In my position, I receive appropriate and adequate support and training.	6	22	5			33	84.8%	15.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	11	14	4	33	13.8%	86.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	8	19	4	33	6.9%	93.1%
29. In the last 12 months, I have experienced harassing behavior from parents.		7	9	14	3	33	23.3%	76.7%