

Worksite

Clarksville ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	21	0	9	8	43	60%	40%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	17	0	10	11	43	51%	49%
3. I personally feel successful in my work.	14	23	0	2	4	43	86%	14%
4. I feel involved in decision-making at my school/worksite.	5	14	1	11	12	43	44%	53%
5. I want to be involved in decision-making at my school/worksite.	12	26	0	2	3	43	88%	12%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	12	1	11	11	42	45%	52%
7. In my school/worksite, I am treated as a professional.	11	25	0	3	4	43	84%	16%
8. There is good teamwork among staff in my school/worksite.	7	25	0	4	7	43	74%	26%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	22	4	2	4	42	76%	14%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	19	20	0	3	1	43	91%	9%
11. My work performance is evaluated fairly.	11	21	2	3	5	42	76%	19%
12. I am provided adequate time during the workday to plan, prepare for and do my job	9	15	0	8	11	43	56%	44%
13. I am provided adequate work and storage space to prepare for and do my job.	11	27	0	2	3	43	88%	12%
14. My administrators/supervisors respect the negotiated contracts.	16	21	0	1	4	42	88%	12%
15. My planning time is respected by my school administrations/supervisors.	15	15	6	2	5	43	70%	16%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	21	2	2	3	43	84%	12%
17. In my school, student misbehavior interferes with learning.	2	6	2	13	19	42	19%	76%
18. Too much instructional time is spent administering assessments.	3	14	5	3	17	42	40%	48%
19. HCPSS professional development experiences are meaningful and worthwhile.	7	13	2	7	14	43	47%	49%
20. Increased workload has contributed to a decline in my morale.	8	9	1	4	21	43	40%	58%
21. I am paid fairly	2	11	0	10	20	43	30%	70%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	24	1	3	12	43	63%	35%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	25	0	3	10	43	70%	30%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	10	23	1	3	6	43	77%	21%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	29	1	1	5	43	84%	14%
26. In my position, I receive appropriate and adequate support and training.	10	20	0	3	9	42	71%	29%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	5	2	14	18	43	21%	74%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	2	20	19	43	5%	91%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	5	2	16	18	43	16%	79%