

## ST. JOHN'S LANE ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	1	14	14	7		36	41.7%	58.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	9	18	8		36	27.8%	72.2%
3. I personally feel successful in my work.	5	22	7	2		36	75.0%	25.0%
4. I feel involved in decision-making at my school/worksite.		9	23	3	1	36	25.7%	74.3%
5. I want to be involved in decision-making at my school/worksite.	5	28	2		1	36	94.3%	5.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.		5	18	12	1	36	14.3%	85.7%
7. In my school/worksite, I am treated as a professional.	6	22	5	2	1	36	80.0%	20.0%
8. There is good teamwork among staff in my school/worksite.	4	24	6	2		36	77.8%	22.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	16	12	2	4	36	56.3%	43.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	1	20	10	5		36	58.3%	41.7%
11. My work performance is evaluated fairly.	3	23	8	1	1	36	74.3%	25.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	11	13	6	3	35	40.6%	59.4%
13. I am provided adequate work and storage space to prepare for and do my job.	3	26	5	2		36	80.6%	19.4%
14. My administrators/supervisors respect the negotiated contracts.	5	25	5		1	36	85.7%	14.3%
15. My planning time is respected by my school administrations/supervisors.	2	16	7	2	9	36	66.7%	33.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	8	11	9	4	36	37.5%	62.5%
17. In my school, student misbehavior interferes with learning.	3	17	14	2		36	55.6%	44.4%
18. Too much instructional time is spent administering assessments.	18	13	5			36	86.1%	13.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	10	16	6	1	36	37.1%	62.9%
20. Increased workload has contributed to a decline in my morale.	11	18	6		1	36	82.9%	17.1%
21. I am paid fairly.	1	18	12	5		36	52.8%	47.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		6	10	19		35	17.1%	82.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	23	9	1	1	35	70.6%	29.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	17	17	2			36	94.4%	5.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	18	10	1	1	36	68.6%	31.4%
26. In my position, I receive appropriate and adequate support and training.	1	24	10	1		36	69.4%	30.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	22	10		36	11.1%	88.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	23	9	1	36	8.6%	91.4%
29. In the last 12 months, I have experienced harassing behavior from parents.		6	21	7	2	36	17.6%	82.4%