

Worksite

Talbot Springs ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	27	0	7	11	50	64%	36%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	26	0	7	12	50	62%	38%
3. I personally feel successful in my work.	22	24	0	1	3	50	92%	8%
4. I feel involved in decision-making at my school/worksite.	6	20	1	5	17	49	53%	45%
5. I want to be involved in decision-making at my school/worksite.	17	28	1	1	2	49	92%	6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	15	0	9	15	50	52%	48%
7. In my school/worksite, I am treated as a professional.	18	25	0	2	4	49	88%	12%
8. There is good teamwork among staff in my school/worksite.	16	24	1	3	5	49	82%	16%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	27	1	4	6	50	78%	20%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	14	25	0	2	9	50	78%	22%
11. My work performance is evaluated fairly.	17	29	0	1	2	49	94%	6%
12. I am provided adequate time during the workday to plan, prepare for and do my job	5	23	2	9	10	49	57%	39%
13. I am provided adequate work and storage space to prepare for and do my job.	9	25	1	1	13	49	69%	29%
14. My administrators/supervisors respect the negotiated contracts.	12	33	0	2	2	49	92%	8%
15. My planning time is respected by my school administrations/supervisors.	12	23	7	1	6	49	71%	14%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	31	2	1	5	49	84%	12%
17. In my school, student misbehavior interferes with learning.	7	27	1	0	15	50	68%	30%
18. Too much instructional time is spent administering assessments.	7	20	4	1	17	49	55%	37%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	30	0	3	12	49	69%	31%
20. Increased workload has contributed to a decline in my morale.	15	17	1	4	11	48	67%	31%
21. I am paid fairly	1	13	0	12	24	50	28%	72%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	23	2	3	13	49	63%	33%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	20	0	4	23	49	45%	55%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	19	28	0	0	3	50	94%	6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	31	0	2	8	50	80%	20%
26. In my position, I receive appropriate and adequate support and training.	9	35	0	0	6	50	88%	12%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	5	3	19	19	49	16%	78%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	0	4	25	19	50	4%	88%
29. In the last 12 months, I have experienced harassing behavior from parents.	0	9	4	18	18	49	18%	73%