

CLARKSVILLE ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	16		1		25	96.0%	4.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	16		1		25	96.0%	4.0%
3. I personally feel successful in my work.	9	12	4			25	84.0%	16.0%
4. I feel involved in decision-making at my school/worksite.	7	12	5	1		25	76.0%	24.0%
5. I want to be involved in decision-making at my school/worksite.	7	16	1		1	25	95.8%	4.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	12		1		25	96.0%	4.0%
7. In my school/worksite, I am treated as a professional.	14	9	1	1		25	92.0%	8.0%
8. There is good teamwork among staff in my school/worksite.	12	12	1			25	96.0%	4.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	13				25	100.0%	0.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	10	3	1		25	84.0%	16.0%
11. My work performance is evaluated fairly.	11	13	1			25	96.0%	4.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	11	6	4		25	60.0%	40.0%
13. I am provided adequate work and storage space to prepare for and do my job.	11	10	4			25	84.0%	16.0%
14. My administrators/supervisors respect the negotiated contracts.	13	12				25	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	11	9		1	4	25	95.2%	4.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	12		1	1	25	95.8%	4.2%
17. In my school, student misbehavior interferes with learning.	1	5	8	11		25	24.0%	76.0%
18. Too much instructional time is spent administering assessments.	3	10	8	1	3	25	59.1%	40.9%
19. HCPSS professional development experiences are meaningful and worthwhile.		13	8	2	1	24	56.5%	43.5%
20. Increased workload has contributed to a decline in my morale.	3	13	7	1	1	25	66.7%	33.3%
21. I am paid fairly.	1	10	9	5		25	44.0%	56.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	12				25	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	16	2	1	1	24	87.0%	13.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	6	16	1	1	1	25	91.7%	8.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	13	6		2	25	73.9%	26.1%
26. In my position, I receive appropriate and adequate support and training.	4	13	8			25	68.0%	32.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	5	17	1	25	8.3%	91.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	5	16	1	25	12.5%	87.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	6	14		25	20.0%	80.0%