

## DAYTON OAKS ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	38	4			52	92.3%	7.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	35	6	1		52	86.5%	13.5%
3. I personally feel successful in my work.	17	30	4	1		52	90.4%	9.6%
4. I feel involved in decision-making at my school/worksite.	11	28	11	1	1	52	76.5%	23.5%
5. I want to be involved in decision-making at my school/worksite.	18	32	1		1	52	98.0%	2.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	27	7			52	86.5%	13.5%
7. In my school/worksite, I am treated as a professional.	29	20	2			51	96.1%	3.9%
8. There is good teamwork among staff in my school/worksite.	15	26	8	3		52	78.8%	21.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	31	2	3	7	52	88.9%	11.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	33	1	1	1	52	96.1%	3.9%
11. My work performance is evaluated fairly.	18	29	2		2	51	95.9%	4.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	18	15	11	1	52	49.0%	51.0%
13. I am provided adequate work and storage space to prepare for and do my job.	14	30	5	1	1	51	88.0%	12.0%
14. My administrators/supervisors respect the negotiated contracts.	27	21	1	1	2	52	96.0%	4.0%
15. My planning time is respected by my school administrations/supervisors.	13	21	4	2	10	50	85.0%	15.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	29	3	1	7	51	90.9%	9.1%
17. In my school, student misbehavior interferes with learning.	12	15	17	5	3	52	55.1%	44.9%
18. Too much instructional time is spent administering assessments.	17	17	9	3	6	52	73.9%	26.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	28	8	11	2	51	61.2%	38.8%
20. Increased workload has contributed to a decline in my morale.	9	21	18	4		52	57.7%	42.3%
21. I am paid fairly.	2	24	16	10		52	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	15	36		1		52	98.1%	1.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	41	3	2	1	51	90.0%	10.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	11	35	3	1	2	52	92.0%	8.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	32	11	1	2	52	76.0%	24.0%
26. In my position, I receive appropriate and adequate support and training.	8	38	5	1		52	88.5%	11.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	2	15	31	2	52	8.0%	92.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	14	33	2	51	4.1%	95.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	11	21	17	1	52	25.5%	74.5%