

DUCKETTS 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. | 7 | 27 | 2 | | | 36 | 94.4% | 5.6% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 8 | 23 | 5 | | | 36 | 86.1% | 13.9% |
| 3. I personally feel successful in my work. | 8 | 24 | 3 | | | 35 | 91.4% | 8.6% |
| 4. I feel involved in decision-making at my school/worksite. | 3 | 16 | 10 | 2 | 4 | 35 | 61.3% | 38.7% |
| 5. I want to be involved in decision-making at my school/worksite. | 8 | 19 | 5 | | 4 | 36 | 84.4% | 15.6% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 5 | 25 | 4 | 2 | | 36 | 83.3% | 16.7% |
| 7. In my school/worksite, I am treated as a professional. | 16 | 17 | 3 | | | 36 | 91.7% | 8.3% |
| 8. There is good teamwork among staff in my school/worksite. | 22 | 12 | 2 | | | 36 | 94.4% | 5.6% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 9 | 20 | 4 | | 3 | 36 | 87.9% | 12.1% |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 15 | 18 | 2 | 1 | | 36 | 91.7% | 8.3% |
| 11. My work performance is evaluated fairly. | 11 | 21 | 3 | | 1 | 36 | 91.4% | 8.6% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 4 | 23 | 8 | 1 | | 36 | 75.0% | 25.0% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 9 | 24 | 3 | | | 36 | 91.7% | 8.3% |
| 14. My administrators/supervisors respect the negotiated contracts. | 15 | 19 | 2 | | | 36 | 94.4% | 5.6% |
| 15. My planning time is respected by my school administrations/supervisors. | 10 | 20 | 2 | | 4 | 36 | 93.8% | 6.3% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 7 | 20 | 4 | 2 | 3 | 36 | 81.8% | 18.2% |
| 17. In my school, student misbehavior interferes with learning. | 9 | 21 | | 3 | 1 | 34 | 90.9% | 9.1% |
| 18. Too much instructional time is spent administering assessments. | 8 | 15 | 9 | | 4 | 36 | 71.9% | 28.1% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 4 | 20 | 9 | 2 | 1 | 36 | 68.6% | 31.4% |
| 20. Increased workload has contributed to a decline in my morale. | 7 | 14 | 8 | 5 | 1 | 35 | 61.8% | 38.2% |
| 21. I am paid fairly. | 3 | 17 | 12 | 4 | | 36 | 55.6% | 44.4% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 14 | 17 | 5 | | | 36 | 86.1% | 13.9% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 4 | 26 | 4 | 1 | 1 | 36 | 85.7% | 14.3% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA). | 5 | 26 | 3 | | 2 | 36 | 91.2% | 8.8% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 5 | 25 | 5 | | 1 | 36 | 85.7% | 14.3% |
| 26. In my position, I receive appropriate and adequate support and training. | 8 | 20 | 6 | | | 34 | 82.4% | 17.6% |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 1 | 1 | 12 | 19 | 2 | 35 | 6.1% | 93.9% |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | | | 12 | 22 | 2 | 36 | 0.0% | 100.0% |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | | 1 | 18 | 14 | 3 | 36 | 3.0% | 97.0% |