

MANOR WOODS 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	29	16	3		56	66.1%	33.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	31	11	7		56	67.9%	32.1%
3. I personally feel successful in my work.	15	35	5	1		56	89.3%	10.7%
4. I feel involved in decision-making at my school/worksite.	4	23	22	7		56	48.2%	51.8%
5. I want to be involved in decision-making at my school/worksite.	17	36	2	1		56	94.6%	5.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	36	8	1	1	56	83.6%	16.4%
7. In my school/worksite, I am treated as a professional.	17	35	3	1		56	92.9%	7.1%
8. There is good teamwork among staff in my school/worksite.	15	31	9	1		56	82.1%	17.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	36	6	2	3	56	84.9%	15.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	3	15	23	14	1	56	32.7%	67.3%
11. My work performance is evaluated fairly.	11	42	3			56	94.6%	5.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	20	14	18	1	56	41.8%	58.2%
13. I am provided adequate work and storage space to prepare for and do my job.	9	27	14	4		54	66.7%	33.3%
14. My administrators/supervisors respect the negotiated contracts.	17	38	1			56	98.2%	1.8%
15. My planning time is respected by my school administrations/supervisors.	14	26	6	3	7	56	81.6%	18.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	37	4		6	56	92.0%	8.0%
17. In my school, student misbehavior interferes with learning.	2	19	21	12	2	56	38.9%	61.1%
18. Too much instructional time is spent administering assessments.	7	23	21		4	55	58.8%	41.2%
19. HCPSS professional development experiences are meaningful and worthwhile.		31	18	7		56	55.4%	44.6%
20. Increased workload has contributed to a decline in my morale.	20	19	16	1		56	69.6%	30.4%
21. I am paid fairly.		27	18	11		56	48.2%	51.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	26	1			55	98.2%	1.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	12	37	5			54	90.7%	9.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	19	34	1		1	55	98.1%	1.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	38	8	3		56	80.4%	19.6%
26. In my position, I receive appropriate and adequate support and training.	7	38	8	2		55	81.8%	18.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	18	32	3	56	5.7%	94.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		16	35	3	55	1.9%	98.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	11	20	20	4	56	23.1%	76.9%