

SWANSFIELD 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	30	8	3		51	78.4%	21.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	36	5	3		51	84.3%	15.7%
3. I personally feel successful in my work.	11	33	5	2		51	86.3%	13.7%
4. I feel involved in decision-making at my school/worksite.	11	22	12	1	4	50	71.7%	28.3%
5. I want to be involved in decision-making at my school/worksite.	19	26	3	1	2	51	91.8%	8.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	33	3	1	1	51	92.0%	8.0%
7. In my school/worksite, I am treated as a professional.	24	23	2	1		50	94.0%	6.0%
8. There is good teamwork among staff in my school/worksite.	14	27	6	1		48	85.4%	14.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	25	8	1	5	50	80.0%	20.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	22	10	3	1	51	74.0%	26.0%
11. My work performance is evaluated fairly.	22	25	2		2	51	95.9%	4.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	28	10	3		51	74.5%	25.5%
13. I am provided adequate work and storage space to prepare for and do my job.	19	31	1			51	98.0%	2.0%
14. My administrators/supervisors respect the negotiated contracts.	25	26				51	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	17	24	1	1	7	50	95.3%	4.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	27	8	6	3	51	70.8%	29.2%
17. In my school, student misbehavior interferes with learning.	33	17				50	100.0%	0.0%
18. Too much instructional time is spent administering assessments.	5	12	22	4	8	51	39.5%	60.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	28	8	5	4	50	71.7%	28.3%
20. Increased workload has contributed to a decline in my morale.	6	14	21	8	1	50	40.8%	59.2%
21. I am paid fairly.	2	26	16	7		51	54.9%	45.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	23	28				51	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	11	33	6			50	88.0%	12.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	16	33	2			51	96.1%	3.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	13	26	7	2	2	50	81.3%	18.8%
26. In my position, I receive appropriate and adequate support and training.	14	32	3	2		51	90.2%	9.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	18	29	2	51	4.1%	95.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		16	33	1	51	2.0%	98.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	10	14	23	2	51	24.5%	75.5%