

Worksite

Jeffers Hill ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	19	0	1	2	27	89%	11%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	12	0	4	7	27	59%	41%
3. I personally feel successful in my work.	9	14	0	0	4	27	85%	15%
4. I feel involved in decision-making at my school/worksite.	2	13	1	1	10	27	56%	41%
5. I want to be involved in decision-making at my school/worksite.	5	21	0	0	1	27	96%	4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	12	0	5	6	27	59%	41%
7. In my school/worksite, I am treated as a professional.	8	17	0	0	2	27	93%	7%
8. There is good teamwork among staff in my school/worksite.	6	15	0	0	6	27	78%	22%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	20	0	0	2	27	93%	7%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	12	14	0	1	0	27	96%	4%
11. My work performance is evaluated fairly.	6	17	0	2	2	27	85%	15%
12. I am provided adequate time during the workday to plan, prepare for and do my job	3	14	0	4	5	26	65%	35%
13. I am provided adequate work and storage space to prepare for and do my job.	4	14	0	2	7	27	67%	33%
14. My administrators/supervisors respect the negotiated contracts.	8	16	0	0	3	27	89%	11%
15. My planning time is respected by my school administrations/supervisors.	5	14	4	1	3	27	70%	15%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	16	0	1	3	27	85%	15%
17. In my school, student misbehavior interferes with learning.	3	13	0	0	11	27	59%	41%
18. Too much instructional time is spent administering assessments.	3	10	4	0	10	27	48%	37%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	15	1	2	7	27	63%	33%
20. Increased workload has contributed to a decline in my morale.	7	5	0	1	14	27	44%	56%
21. I am paid fairly	2	8	0	11	5	26	38%	62%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	16	2	1	3	26	77%	15%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	17	1	3	4	26	69%	27%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	5	19	0	1	2	27	89%	11%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	15	0	0	5	26	81%	19%
26. In my position, I receive appropriate and adequate support and training.	5	13	0	2	7	27	67%	33%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	0	8	16	27	11%	89%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	0	10	14	27	11%	89%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	0	8	14	27	19%	81%