

Worksite

Swansfield ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	23	0	11	12	49	53%	47%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	17	0	11	17	49	43%	57%
3. I personally feel successful in my work.	11	35	0	2	1	49	94%	6%
4. I feel involved in decision-making at my school/worksite.	4	20	1	8	16	49	49%	49%
5. I want to be involved in decision-making at my school/worksite.	11	33	2	0	3	49	90%	6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	21	0	11	13	49	51%	49%
7. In my school/worksite, I am treated as a professional.	10	25	0	6	8	49	71%	29%
8. There is good teamwork among staff in my school/worksite.	9	32	0	2	6	49	84%	16%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	27	2	5	9	48	67%	29%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	8	33	0	3	5	49	84%	16%
11. My work performance is evaluated fairly.	8	33	2	3	2	48	85%	10%
12. I am provided adequate time during the workday to plan, prepare for and do my job	3	15	4	11	16	49	37%	55%
13. I am provided adequate work and storage space to prepare for and do my job.	4	30	2	4	9	49	69%	27%
14. My administrators/supervisors respect the negotiated contracts.	7	34	1	5	2	49	84%	14%
15. My planning time is respected by my school administrations/supervisors.	4	19	10	3	12	48	48%	31%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	18	3	12	12	49	45%	49%
17. In my school, student misbehavior interferes with learning.	16	21	2	4	6	49	76%	20%
18. Too much instructional time is spent administering assessments.	10	24	5	0	10	49	69%	20%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	22	2	9	13	49	51%	45%
20. Increased workload has contributed to a decline in my morale.	15	15	1	2	16	49	61%	37%
21. I am paid fairly	0	14	0	19	16	49	29%	71%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	0	33	6	1	8	48	69%	19%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	26	0	7	15	49	55%	45%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	6	39	0	1	2	48	94%	6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	30	4	5	6	49	69%	22%
26. In my position, I receive appropriate and adequate support and training.	7	36	0	2	4	49	88%	12%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	2	1	26	17	49	10%	88%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	3	1	23	20	49	10%	88%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	8	1	17	22	49	18%	80%