

Worksite

Waterloo ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	9	41	0	2	11	63	79%	21%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	38	0	1	12	60	78%	22%
3. I personally feel successful in my work.	17	41	0	0	5	63	92%	8%
4. I feel involved in decision-making at my school/worksite.	6	32	1	3	21	63	60%	38%
5. I want to be involved in decision-making at my school/worksite.	12	46	0	0	4	62	94%	6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	39	0	3	8	63	83%	17%
7. In my school/worksite, I am treated as a professional.	22	35	0	1	5	63	90%	10%
8. There is good teamwork among staff in my school/worksite.	13	30	0	4	16	63	68%	32%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	41	2	2	5	63	86%	11%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	9	36	0	2	16	63	71%	29%
11. My work performance is evaluated fairly.	16	41	0	3	2	62	92%	8%
12. I am provided adequate time during the workday to plan, prepare for and do my job	6	25	0	16	15	62	50%	50%
13. I am provided adequate work and storage space to prepare for and do my job.	12	32	0	5	14	63	70%	30%
14. My administrators/supervisors respect the negotiated contracts.	21	37	0	1	4	63	92%	8%
15. My planning time is respected by my school administrations/supervisors.	17	32	5	1	8	63	78%	14%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	30	4	6	10	62	68%	26%
17. In my school, student misbehavior interferes with learning.	21	28	2	3	9	63	78%	19%
18. Too much instructional time is spent administering assessments.	10	18	12	1	22	63	44%	37%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	42	1	2	16	63	70%	29%
20. Increased workload has contributed to a decline in my morale.	8	24	2	6	23	63	51%	46%
21. I am paid fairly	2	25	0	15	21	63	43%	57%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	36	5	4	14	62	63%	29%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	39	3	0	20	63	63%	32%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	12	47	1	1	1	62	95%	3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	40	6	0	10	63	75%	16%
26. In my position, I receive appropriate and adequate support and training.	9	45	0	2	7	63	86%	14%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	6	2	25	28	63	13%	84%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	3	3	30	26	62	5%	90%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	10	2	18	28	63	24%	73%