

## Worksite

## Waverly ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	25	1	6	16	50	54%	44%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	28	0	8	11	50	62%	38%
3. I personally feel successful in my work.	14	31	0	2	3	50	90%	10%
4. I feel involved in decision-making at my school/worksite.	6	20	1	7	16	50	52%	46%
5. I want to be involved in decision-making at my school/worksite.	10	30	2	2	5	49	82%	14%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	22	0	6	16	50	56%	44%
7. In my school/worksite, I am treated as a professional.	14	26	0	2	6	48	83%	17%
8. There is good teamwork among staff in my school/worksite.	5	28	1	4	11	49	67%	31%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	25	6	4	11	49	57%	31%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	15	27	0	1	6	49	86%	14%
11. My work performance is evaluated fairly.	13	31	0	0	5	49	90%	10%
12. I am provided adequate time during the workday to plan, prepare for and do my job	3	12	3	14	18	50	30%	64%
13. I am provided adequate work and storage space to prepare for and do my job.	5	35	1	3	6	50	80%	18%
14. My administrators/supervisors respect the negotiated contracts.	11	31	2	1	4	49	86%	10%
15. My planning time is respected by my school administrations/supervisors.	8	21	7	1	10	47	62%	23%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	29	5	0	4	50	82%	8%
17. In my school, student misbehavior interferes with learning.	2	9	4	13	22	50	22%	70%
18. Too much instructional time is spent administering assessments.	9	26	6	0	9	50	70%	18%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	15	4	12	18	50	32%	60%
20. Increased workload has contributed to a decline in my morale.	15	15	3	2	13	48	63%	31%
21. I am paid fairly	0	22	0	8	19	49	45%	55%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	31	2	2	9	47	72%	23%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	21	2	3	19	48	50%	46%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	10	21	3	3	11	48	65%	29%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	33	4	4	4	50	76%	16%
26. In my position, I receive appropriate and adequate support and training.	5	32	0	1	11	49	76%	24%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	12	1	21	12	49	31%	67%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	3	2	27	18	50	6%	90%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	6	1	20	22	50	14%	84%