

HAMMOND ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	14	9				23	100.0%	0.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	10	1			23	95.7%	4.3%
3. I personally feel successful in my work.	13	9	1			23	95.7%	4.3%
4. I feel involved in decision-making at my school/worksite.	8	10	4		1	23	81.8%	18.2%
5. I want to be involved in decision-making at my school/worksite.	9	9	3		1	22	85.7%	14.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	8	2			23	91.3%	8.7%
7. In my school/worksite, I am treated as a professional.	21	1	1			23	95.7%	4.3%
8. There is good teamwork among staff in my school/worksite.	17	5				22	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	4	1		1	23	95.5%	4.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	7	1	1		23	91.3%	8.7%
11. My work performance is evaluated fairly.	16	6		1		23	95.7%	4.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	11	2	1		23	87.0%	13.0%
13. I am provided adequate work and storage space to prepare for and do my job.	11	9	2	1		23	87.0%	13.0%
14. My administrators/supervisors respect the negotiated contracts.	22	1				23	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	16	3	2		2	23	90.5%	9.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	8	1	1	2	23	90.5%	9.5%
17. In my school, student misbehavior interferes with learning.	7	7	5	1	1	21	70.0%	30.0%
18. Too much instructional time is spent administering assessments.	5	7	5	1	5	23	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	14	4	3	1	23	68.2%	31.8%
20. Increased workload has contributed to a decline in my morale.	1	7	10	4	1	23	36.4%	63.6%
21. I am paid fairly.	3	9	7	4		23	52.2%	47.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	18	4				22	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	7	12	1		1	21	95.0%	5.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	13	8		1	1	23	95.5%	4.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	10	3			23	87.0%	13.0%
26. In my position, I receive appropriate and adequate support and training.	9	12	2			23	91.3%	8.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	2	19		23	8.7%	91.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			1	22		23	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	3	7	12		23	17.4%	82.6%