

ST. JOHN'S LANE 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	11	10		35	40.0%	60.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	9	12	13		35	28.6%	71.4%
3. I personally feel successful in my work.	6	22	5	2		35	80.0%	20.0%
4. I feel involved in decision-making at my school/worksite.	1	9	14	11		35	28.6%	71.4%
5. I want to be involved in decision-making at my school/worksite.	6	26	2			34	94.1%	5.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	10	10	14		35	31.4%	68.6%
7. In my school/worksite, I am treated as a professional.	5	14	9	6		34	55.9%	44.1%
8. There is good teamwork among staff in my school/worksite.	6	20	5	4		35	74.3%	25.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	8	10	15	1	35	26.5%	73.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	1	18	12	4		35	54.3%	45.7%
11. My work performance is evaluated fairly.	5	23	6		1	35	82.4%	17.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	10	12	9	2	35	36.4%	63.6%
13. I am provided adequate work and storage space to prepare for and do my job.	5	19	8	3		35	68.6%	31.4%
14. My administrators/supervisors respect the negotiated contracts.	2	21	8	2	2	35	69.7%	30.3%
15. My planning time is respected by my school administrations/supervisors.	4	14	7	3	7	35	64.3%	35.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	7	8	15	3	35	28.1%	71.9%
17. In my school, student misbehavior interferes with learning.	7	16	10	2		35	65.7%	34.3%
18. Too much instructional time is spent administering assessments.	12	15	6	1	1	35	79.4%	20.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	15	8	9	1	35	50.0%	50.0%
20. Increased workload has contributed to a decline in my morale.	9	16	7	2	1	35	73.5%	26.5%
21. I am paid fairly.	3	17	8	6		34	58.8%	41.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	14	20		1		35	97.1%	2.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	21	7	1	1	35	76.5%	23.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	11	22	1		1	35	97.1%	2.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	20	5	4	2	35	72.7%	27.3%
26. In my position, I receive appropriate and adequate support and training.	4	20	9	2		35	68.6%	31.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	17	15		35	8.6%	91.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		6	17	12		35	17.1%	82.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		8	16	10	1	35	23.5%	76.5%