

**THOMAS VIADUCT MS**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	47	4	1		60	91.7%	8.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	34	11	3		60	76.7%	23.3%
3. I personally feel successful in my work.	24	30	4	1		59	91.5%	8.5%
4. I feel involved in decision-making at my school/worksite.	18	34	8			60	86.7%	13.3%
5. I want to be involved in decision-making at my school/worksite.	15	30	11	2	1	59	77.6%	22.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	21	18	4		59	62.7%	37.3%
7. In my school/worksite, I am treated as a professional.	25	31	3	1		60	93.3%	6.7%
8. There is good teamwork among staff in my school/worksite.	42	15	3			60	95.0%	5.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	25	9	4	1	59	77.6%	22.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	27	26	5	2		60	88.3%	11.7%
11. My work performance is evaluated fairly.	14	35	9		2	60	84.5%	15.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	28	20	7	1	60	54.2%	45.8%
13. I am provided adequate work and storage space to prepare for and do my job.	24	29	3	3	1	60	89.8%	10.2%
14. My administrators/supervisors respect the negotiated contracts.	34	26				60	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	22	22	4		11	59	91.7%	8.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	16	35	4	1	4	60	91.1%	8.9%
17. In my school, student misbehavior interferes with learning.	10	35	9	2	4	60	80.4%	19.6%
18. Too much instructional time is spent administering assessments.	11	25	13	2	8	59	70.6%	29.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	7	32	12	7	2	60	67.2%	32.8%
20. Increased workload has contributed to a decline in my morale.	6	21	23	5	5	60	49.1%	50.9%
21. I am paid fairly.	5	30	14	10		59	59.3%	40.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	35	2		1	60	96.6%	3.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	42	5		3	59	91.1%	8.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	19	36	3		2	60	94.8%	5.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	14	33	7		4	58	87.0%	13.0%
26. In my position, I receive appropriate and adequate support and training.	20	31	7			58	87.9%	12.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	11	43	3	59	3.6%	96.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	11	44	3	60	3.5%	96.5%
29. In the last 12 months, I have experienced harassing behavior from parents.		9	16	29	6	60	16.7%	83.3%