

WATERLOO ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	17	28				45	100.0%	0.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	18	24	3	1		46	91.3%	8.7%
3. I personally feel successful in my work.	12	30	2	1		45	93.3%	6.7%
4. I feel involved in decision-making at my school/worksite.	7	29	9	1		46	78.3%	21.7%
5. I want to be involved in decision-making at my school/worksite.	9	35	1			45	97.8%	2.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	19	4	1		44	88.6%	11.4%
7. In my school/worksite, I am treated as a professional.	26	18	1			45	97.8%	2.2%
8. There is good teamwork among staff in my school/worksite.	22	18	5	1		46	87.0%	13.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	28	5	1	1	46	86.7%	13.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	27	5	2		46	84.8%	15.2%
11. My work performance is evaluated fairly.	19	23	2	2		46	91.3%	8.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	20	14	5		46	58.7%	41.3%
13. I am provided adequate work and storage space to prepare for and do my job.	11	28	5	2		46	84.8%	15.2%
14. My administrators/supervisors respect the negotiated contracts.	26	18	1	1		46	95.7%	4.3%
15. My planning time is respected by my school administrations/supervisors.	21	17	2	1	5	46	92.7%	7.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	22	3	1	3	46	90.7%	9.3%
17. In my school, student misbehavior interferes with learning.	14	22	7	2	1	46	80.0%	20.0%
18. Too much instructional time is spent administering assessments.	8	17	12	1	6	44	65.8%	34.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	20	17	5	1	46	51.1%	48.9%
20. Increased workload has contributed to a decline in my morale.	4	17	19	6		46	45.7%	54.3%
21. I am paid fairly.	3	15	23	5		46	39.1%	60.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	21	24			1	46	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	32	4		1	46	91.1%	8.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	13	31	2			46	95.7%	4.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	28	4	1	2	45	88.4%	11.6%
26. In my position, I receive appropriate and adequate support and training.	7	30	9			46	80.4%	19.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	14	26	3	46	7.0%	93.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			13	30	3	46	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	6	16	18	2	46	22.7%	77.3%