

Worksite

Clemens Crossing ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	18	0	9	13	43	49%	51%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	19	0	9	11	43	53%	47%
3. I personally feel successful in my work.	12	26	0	1	4	43	88%	12%
4. I feel involved in decision-making at my school/worksite.	6	10	2	13	12	43	37%	58%
5. I want to be involved in decision-making at my school/worksite.	9	25	3	0	6	43	79%	14%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	17	0	10	11	43	51%	49%
7. In my school/worksite, I am treated as a professional.	7	18	0	7	11	43	58%	42%
8. There is good teamwork among staff in my school/worksite.	9	17	0	3	14	43	60%	40%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	27	3	2	4	42	79%	14%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	9	17	0	5	12	43	60%	40%
11. My work performance is evaluated fairly.	10	29	0	0	4	43	91%	9%
12. I am provided adequate time during the workday to plan, prepare for and do my job	5	18	1	10	9	43	53%	44%
13. I am provided adequate work and storage space to prepare for and do my job.	15	22	0	0	6	43	86%	14%
14. My administrators/supervisors respect the negotiated contracts.	8	24	2	3	6	43	74%	21%
15. My planning time is respected by my school administrations/supervisors.	5	17	6	5	10	43	51%	35%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	22	5	7	4	43	63%	26%
17. In my school, student misbehavior interferes with learning.	5	10	2	7	18	42	36%	60%
18. Too much instructional time is spent administering assessments.	4	8	11	0	20	43	28%	47%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	7	3	10	19	41	22%	71%
20. Increased workload has contributed to a decline in my morale.	16	12	0	2	13	43	65%	35%
21. I am paid fairly	2	18	0	7	16	43	47%	53%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	27	2	4	7	43	70%	26%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	0	23	2	3	12	40	58%	38%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	3	31	2	1	4	41	83%	12%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	23	7	0	10	43	60%	23%
26. In my position, I receive appropriate and adequate support and training.	5	26	0	2	10	43	72%	28%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	4	1	12	21	42	19%	79%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	6	1	13	20	43	21%	77%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	11	1	9	16	43	40%	58%