

## Worksite

## Dayton Oaks ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	26	24	0	0	2	52	96%	4%
2. There is an atmosphere of open communication and trust in my school/worksite.	23	26	0	0	4	53	92%	8%
3. I personally feel successful in my work.	27	24	0	0	2	53	96%	4%
4. I feel involved in decision-making at my school/worksite.	14	25	1	2	10	52	75%	23%
5. I want to be involved in decision-making at my school/worksite.	16	31	0	0	6	53	89%	11%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	27	1	1	3	53	91%	8%
7. In my school/worksite, I am treated as a professional.	31	21	0	0	0	52	100%	0%
8. There is good teamwork among staff in my school/worksite.	29	22	0	0	2	53	96%	4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	25	5	1	4	52	81%	10%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	27	23	0	0	1	51	98%	2%
11. My work performance is evaluated fairly.	23	26	1	0	3	53	92%	6%
12. I am provided adequate time during the workday to plan, prepare for and do my job	7	26	1	6	13	53	62%	36%
13. I am provided adequate work and storage space to prepare for and do my job.	19	31	0	1	1	52	96%	4%
14. My administrators/supervisors respect the negotiated contracts.	32	20	1	0	0	53	98%	0%
15. My planning time is respected by my school administrations/supervisors.	24	20	7	0	2	53	83%	4%
16. In my school, administrators/supervisors support me in enforcing discipline.	21	16	13	0	2	52	71%	4%
17. In my school, student misbehavior interferes with learning.	2	11	13	7	19	52	25%	50%
18. Too much instructional time is spent administering assessments.	8	18	16	1	9	52	50%	19%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	28	2	10	9	52	60%	37%
20. Increased workload has contributed to a decline in my morale.	8	20	1	7	17	53	53%	45%
21. I am paid fairly	1	17	0	11	21	50	36%	64%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	37	2	4	6	52	77%	19%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	36	1	2	10	51	75%	24%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	20	31	0	0	1	52	98%	2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	25	6	2	10	52	65%	23%
26. In my position, I receive appropriate and adequate support and training.	10	36	0	2	4	52	88%	12%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	0	4	31	16	52	2%	90%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	0	4	35	14	53	0%	92%
29. In the last 12 months, I have experienced harassing behavior from parents.	0	18	3	15	17	53	34%	60%