

## Worksite

## Guilford ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	20	0	4	6	34	71%	29%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	18	0	2	8	34	71%	29%
3. I personally feel successful in my work.	9	15	0	3	7	34	71%	29%
4. I feel involved in decision-making at my school/worksite.	4	17	2	2	9	34	62%	32%
5. I want to be involved in decision-making at my school/worksite.	8	22	3	0	1	34	88%	3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	18	0	2	6	34	76%	24%
7. In my school/worksite, I am treated as a professional.	10	23	0	1	0	34	97%	3%
8. There is good teamwork among staff in my school/worksite.	4	19	0	2	9	34	68%	32%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	19	2	1	5	33	76%	18%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	9	21	0	0	4	34	88%	12%
11. My work performance is evaluated fairly.	8	20	0	1	5	34	82%	18%
12. I am provided adequate time during the workday to plan, prepare for and do my job	4	16	0	6	8	34	59%	41%
13. I am provided adequate work and storage space to prepare for and do my job.	9	17	0	4	4	34	76%	24%
14. My administrators/supervisors respect the negotiated contracts.	11	19	1	1	1	33	91%	6%
15. My planning time is respected by my school administrations/supervisors.	4	20	3	1	6	34	71%	21%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	21	2	2	4	34	76%	18%
17. In my school, student misbehavior interferes with learning.	7	15	1	1	10	34	65%	32%
18. Too much instructional time is spent administering assessments.	7	8	3	2	14	34	44%	47%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	19	1	1	8	34	71%	26%
20. Increased workload has contributed to a decline in my morale.	8	11	2	3	10	34	56%	38%
21. I am paid fairly	4	14	0	9	7	34	53%	47%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	16	2	5	4	32	66%	28%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	19	0	2	8	32	69%	31%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	9	22	0	0	3	34	91%	9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	15	0	3	7	34	71%	29%
26. In my position, I receive appropriate and adequate support and training.	9	14	0	2	9	34	68%	32%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	4	14	11	33	12%	76%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	4	18	10	34	6%	82%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	4	4	14	10	34	18%	71%