

Worksite

Ilchester ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	32	1	3	14	55	67%	31%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	32	0	4	15	55	65%	35%
3. I personally feel successful in my work.	15	33	0	3	4	55	87%	13%
4. I feel involved in decision-making at my school/worksite.	8	27	3	3	14	55	64%	31%
5. I want to be involved in decision-making at my school/worksite.	11	34	4	1	4	54	83%	9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	29	0	4	7	55	80%	20%
7. In my school/worksite, I am treated as a professional.	19	31	0	2	3	55	91%	9%
8. There is good teamwork among staff in my school/worksite.	8	22	0	4	20	54	56%	44%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	31	2	4	10	55	71%	25%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	29	24	0	1	1	55	96%	4%
11. My work performance is evaluated fairly.	19	28	1	2	3	53	89%	9%
12. I am provided adequate time during the workday to plan, prepare for and do my job	8	20	1	11	15	55	51%	47%
13. I am provided adequate work and storage space to prepare for and do my job.	15	31	0	1	8	55	84%	16%
14. My administrators/supervisors respect the negotiated contracts.	21	31	0	1	2	55	95%	5%
15. My planning time is respected by my school administrations/supervisors.	14	27	9	0	5	55	75%	9%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	26	4	2	11	55	69%	24%
17. In my school, student misbehavior interferes with learning.	3	14	4	6	28	55	31%	62%
18. Too much instructional time is spent administering assessments.	5	23	8	2	17	55	51%	35%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	20	3	11	16	54	44%	50%
20. Increased workload has contributed to a decline in my morale.	14	24	1	4	12	55	69%	29%
21. I am paid fairly	1	18	0	17	19	55	35%	65%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	34	4	2	6	52	77%	15%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	36	1	2	11	53	74%	25%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	10	31	5	0	8	54	76%	15%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	32	5	1	9	55	73%	18%
26. In my position, I receive appropriate and adequate support and training.	7	37	1	4	5	54	81%	17%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	10	2	21	16	54	28%	69%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	1	3	28	23	55	2%	93%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	8	2	18	23	55	22%	75%