

Worksite

Northfield ES

| Questions: | Strongly Agree | Agree | Does Not Apply | Strongly Disagree | Disagree | Total | % Agree | % Disagree |
|--|----------------|-------|----------------|-------------------|----------|-------|---------|------------|
| 1. Overall, morale at my school/worksite is good. | 10 | 21 | 0 | 0 | 2 | 33 | 94% | 6% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 9 | 20 | 0 | 1 | 3 | 33 | 88% | 12% |
| 3. I personally feel successful in my work. | 11 | 21 | 0 | 1 | 0 | 33 | 97% | 3% |
| 4. I feel involved in decision-making at my school/worksite. | 5 | 18 | 3 | 1 | 6 | 33 | 70% | 21% |
| 5. I want to be involved in decision-making at my school/worksite. | 10 | 18 | 3 | 1 | 1 | 33 | 85% | 6% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 10 | 17 | 1 | 1 | 4 | 33 | 82% | 15% |
| 7. In my school/worksite, I am treated as a professional. | 16 | 14 | 0 | 0 | 3 | 33 | 91% | 9% |
| 8. There is good teamwork among staff in my school/worksite. | 11 | 18 | 0 | 0 | 4 | 33 | 88% | 12% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 8 | 20 | 0 | 1 | 4 | 33 | 85% | 15% |
| 10. My working environment (i.e. safety, cleanliness. is conducive to success. | 16 | 16 | 0 | 1 | 0 | 33 | 97% | 3% |
| 11. My work performance is evaluated fairly. | 11 | 20 | 1 | 1 | 0 | 33 | 94% | 3% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job | 4 | 14 | 1 | 1 | 13 | 33 | 55% | 42% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 9 | 20 | 0 | 0 | 4 | 33 | 88% | 12% |
| 14. My administrators/supervisors respect the negotiated contracts. | 13 | 17 | 1 | 0 | 2 | 33 | 91% | 6% |
| 15. My planning time is respected by my school administrations/supervisors. | 5 | 18 | 7 | 0 | 3 | 33 | 70% | 9% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 16 | 16 | 1 | 0 | 0 | 33 | 97% | 0% |
| 17. In my school, student misbehavior interferes with learning. | 0 | 11 | 2 | 5 | 15 | 33 | 33% | 61% |
| 18. Too much instructional time is spent administering assessments. | 6 | 14 | 5 | 1 | 6 | 32 | 63% | 22% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 2 | 22 | 0 | 3 | 6 | 33 | 73% | 27% |
| 20. Increased workload has contributed to a decline in my morale. | 4 | 13 | 2 | 5 | 9 | 33 | 52% | 42% |
| 21. I am paid fairly | 1 | 12 | 0 | 3 | 17 | 33 | 39% | 61% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 3 | 24 | 2 | 0 | 4 | 33 | 82% | 12% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 2 | 23 | 2 | 0 | 6 | 33 | 76% | 18% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA) | 3 | 27 | 3 | 0 | 0 | 33 | 91% | 0% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 4 | 23 | 2 | 0 | 4 | 33 | 82% | 12% |
| 26. In my position, I receive appropriate and adequate support and training. | 7 | 22 | 0 | 0 | 3 | 32 | 91% | 9% |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 0 | 4 | 3 | 16 | 10 | 33 | 12% | 79% |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 0 | 1 | 3 | 16 | 13 | 33 | 3% | 88% |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 1 | 4 | 3 | 12 | 12 | 32 | 16% | 75% |