

**OLD CEDAR LANE**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	2	9	1	1		13	84.6%	15.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	9	2			13	84.6%	15.4%
3. I personally feel successful in my work.	4	7	2			13	84.6%	15.4%
4. I feel involved in decision-making at my school/worksite.	2	6	3	2		13	61.5%	38.5%
5. I want to be involved in decision-making at my school/worksite.	4	9				13	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	6	4	1		13	61.5%	38.5%
7. In my school/worksite, I am treated as a professional.	4	8	1			13	92.3%	7.7%
8. There is good teamwork among staff in my school/worksite.	5	5	2	1		13	76.9%	23.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	5		1	4	13	88.9%	11.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.		8	2	2	1	13	66.7%	33.3%
11. My work performance is evaluated fairly.	4	5	2	1	1	13	75.0%	25.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	8	2	1		13	76.9%	23.1%
13. I am provided adequate work and storage space to prepare for and do my job.	3	7	3			13	76.9%	23.1%
14. My administrators/supervisors respect the negotiated contracts.	3	9		1		13	92.3%	7.7%
15. My planning time is respected by my school administrations/supervisors.	2	3	1	1	6	13	71.4%	28.6%
16. In my school, administrators/supervisors support me in enforcing discipline.		1			12	13	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.		2			11	13	100.0%	0.0%
18. Too much instructional time is spent administering assessments.	2	2			9	13	100.0%	0.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	4	2	4	1	12	45.5%	54.5%
20. Increased workload has contributed to a decline in my morale.	5	2	5		1	13	58.3%	41.7%
21. I am paid fairly.		8	4	1		13	61.5%	38.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		2	5	6		13	15.4%	84.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		4	4	3	2	13	36.4%	63.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	2	8	3			13	76.9%	23.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		4	9			13	30.8%	69.2%
26. In my position, I receive appropriate and adequate support and training.	3	7	2	1		13	76.9%	23.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	4	6	2	13	9.1%	90.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			5	6	2	13	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	4	4	2	1	13	50.0%	50.0%