

**ROCKBURN ES**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		12	16	8		36	33.3%	66.7%
2. There is an atmosphere of open communication and trust in my school/worksite.		21	8	6		35	60.0%	40.0%
3. I personally feel successful in my work.	2	23	8	2		35	71.4%	28.6%
4. I feel involved in decision-making at my school/worksite.	3	19	8	6		36	61.1%	38.9%
5. I want to be involved in decision-making at my school/worksite.	5	27	3		1	36	91.4%	8.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	20	7	5		36	66.7%	33.3%
7. In my school/worksite, I am treated as a professional.	7	21	7	1		36	77.8%	22.2%
8. There is good teamwork among staff in my school/worksite.	5	21	8	2		36	72.2%	27.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	17	8	1	4	36	71.9%	28.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	10	12	10		36	38.9%	61.1%
11. My work performance is evaluated fairly.	13	20	2		1	36	94.3%	5.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	18	12	2		36	61.1%	38.9%
13. I am provided adequate work and storage space to prepare for and do my job.	9	18	9			36	75.0%	25.0%
14. My administrators/supervisors respect the negotiated contracts.	15	18	3			36	91.7%	8.3%
15. My planning time is respected by my school administrations/supervisors.	13	18	2	1	2	36	91.2%	8.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	18	8	5	1	35	61.8%	38.2%
17. In my school, student misbehavior interferes with learning.	14	10	9	1	1	35	70.6%	29.4%
18. Too much instructional time is spent administering assessments.	7	13	10		6	36	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.		10	14	12		36	27.8%	72.2%
20. Increased workload has contributed to a decline in my morale.	14	18	4			36	88.9%	11.1%
21. I am paid fairly.	4	15	13	4		36	52.8%	47.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		1	9	25	1	36	2.9%	97.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	27	6		1	36	82.9%	17.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	22	1			36	97.2%	2.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	16	10	5	1	36	57.1%	42.9%
26. In my position, I receive appropriate and adequate support and training.	4	21	8	3		36	69.4%	30.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		5	12	18	1	36	14.3%	85.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	9	23	1	36	8.6%	91.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	7	9	16	2	36	26.5%	73.5%