

THUNDER HILL ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	1	13	11	3		28	50.0%	50.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	16	7	3		28	64.3%	35.7%
3. I personally feel successful in my work.	5	19	2	2		28	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	2	12	10	2	2	28	53.8%	46.2%
5. I want to be involved in decision-making at my school/worksite.	5	16	6		1	28	77.8%	22.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	17	8	2		28	64.3%	35.7%
7. In my school/worksite, I am treated as a professional.	9	14	4	1		28	82.1%	17.9%
8. There is good teamwork among staff in my school/worksite.	6	20		2		28	92.9%	7.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	10	10	2	2	28	53.8%	46.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	15	3	5		28	71.4%	28.6%
11. My work performance is evaluated fairly.	7	16	3	1		27	85.2%	14.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	3	14	5		27	29.6%	70.4%
13. I am provided adequate work and storage space to prepare for and do my job.	7	17	2		1	27	92.3%	7.7%
14. My administrators/supervisors respect the negotiated contracts.	6	16	5			27	81.5%	18.5%
15. My planning time is respected by my school administrations/supervisors.	4	9	7	1	5	26	61.9%	38.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	9	11	6		27	37.0%	63.0%
17. In my school, student misbehavior interferes with learning.	8	12	5	2		27	74.1%	25.9%
18. Too much instructional time is spent administering assessments.	8	11	6	1	1	27	73.1%	26.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	9	13	3	1	27	38.5%	61.5%
20. Increased workload has contributed to a decline in my morale.	10	7	7	1	2	27	68.0%	32.0%
21. I am paid fairly.	1	10	10	6		27	40.7%	59.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		3	7	17		27	11.1%	88.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	21	5	1		28	78.6%	21.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	7	21				28	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	18	5	1	2	28	76.9%	23.1%
26. In my position, I receive appropriate and adequate support and training.	2	18	6	1	1	28	74.1%	25.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	13	13	1	28	3.7%	96.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		5	11	9	1	26	20.0%	80.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	2	14	9	1	27	11.5%	88.5%