

## Worksite

## Thunder Hill ES

| Questions:   | Strongly Agree | Agree | Does Not Apply | Strongly Disagree | Disagree | Total | % Agree | % Disagree |
|--|----------------|-------|----------------|-------------------|----------|-------|---------|------------|
| 1. Overall, morale at my school/worksite is good.  | 7              | 20    | 0              | 3                 | 9        | 39    | 69%     | 31%        |
| 2. There is an atmosphere of open communication and trust in my school/worksite.                       | 7              | 21    | 0              | 4                 | 7        | 39    | 72%     | 28%        |
| 3. I personally feel successful in my work.  | 15             | 20    | 0              | 1                 | 3        | 39    | 90%     | 10%        |
| 4. I feel involved in decision-making at my school/worksite.   | 7              | 15    | 3              | 5                 | 9        | 39    | 56%     | 36%        |
| 5. I want to be involved in decision-making at my school/worksite.                                     | 10             | 23    | 0              | 0                 | 6        | 39    | 85%     | 15%        |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions.     | 8              | 15    | 0              | 3                 | 12       | 38    | 61%     | 39%        |
| 7. In my school/worksite, I am treated as a professional.  | 12             | 22    | 0              | 0                 | 5        | 39    | 87%     | 13%        |
| 8. There is good teamwork among staff in my school/worksite.   | 6              | 25    | 0              | 1                 | 6        | 38    | 82%     | 18%        |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite.                  | 6              | 24    | 2              | 0                 | 7        | 39    | 77%     | 18%        |
| 10. My working environment (i.e. safety, cleanliness. is conducive to success.                         | 18             | 15    | 0              | 0                 | 6        | 39    | 85%     | 15%        |
| 11. My work performance is evaluated fairly.   | 16             | 18    | 1              | 0                 | 4        | 39    | 87%     | 10%        |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job                  | 5              | 12    | 0              | 7                 | 15       | 39    | 44%     | 56%        |
| 13. I am provided adequate work and storage space to prepare for and do my job.                        | 18             | 15    | 0              | 1                 | 5        | 39    | 85%     | 15%        |
| 14. My administrators/supervisors respect the negotiated contracts.                                    | 14             | 22    | 0              | 0                 | 1        | 37    | 97%     | 3%         |
| 15. My planning time is respected by my school administrations/supervisors.                            | 8              | 21    | 4              | 2                 | 4        | 39    | 74%     | 15%        |
| 16. In my school, administrators/supervisors support me in enforcing discipline.                       | 13             | 22    | 0              | 1                 | 3        | 39    | 90%     | 10%        |
| 17. In my school, student misbehavior interferes with learning.  | 1              | 10    | 2              | 11                | 15       | 39    | 28%     | 67%        |
| 18. Too much instructional time is spent administering assessments.                                    | 16             | 12    | 4              | 0                 | 7        | 39    | 72%     | 18%        |
| 19. HCPSS professional development experiences are meaningful and worthwhile.                          | 4              | 23    | 0              | 2                 | 10       | 39    | 69%     | 31%        |
| 20. Increased workload has contributed to a decline in my morale.                                      | 11             | 17    | 3              | 1                 | 7        | 39    | 72%     | 21%        |
| 21. I am paid fairly   | 2              | 17    | 0              | 8                 | 12       | 39    | 49%     | 51%        |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent.                         | 2              | 20    | 1              | 2                 | 11       | 36    | 61%     | 36%        |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education.             | 0              | 23    | 1              | 2                 | 12       | 38    | 61%     | 37%        |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)          | 10             | 23    | 0              | 0                 | 3        | 36    | 92%     | 8%         |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 8              | 25    | 1              | 0                 | 5        | 39    | 85%     | 13%        |
| 26. In my position, I receive appropriate and adequate support and training.                           | 7              | 23    | 1              | 3                 | 5        | 39    | 77%     | 21%        |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues.                      | 0              | 6     | 2              | 14                | 17       | 39    | 15%     | 79%        |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.      | 2              | 2     | 1              | 17                | 17       | 39    | 10%     | 87%        |
| 29. In the last 12 months, I have experienced harassing behavior from parents.                         | 0              | 6     | 1              | 13                | 18       | 38    | 16%     | 82%        |