

**WATERLOO ES**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	10	22	2			34	94.1%	5.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	23	3			34	91.2%	8.8%
3. I personally feel successful in my work.	9	23	1			33	97.0%	3.0%
4. I feel involved in decision-making at my school/worksite.	5	21	5	1	2	34	81.3%	18.8%
5. I want to be involved in decision-making at my school/worksite.	9	21	1	1	2	34	93.8%	6.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	21	1	2	1	34	90.9%	9.1%
7. In my school/worksite, I am treated as a professional.	17	16	1			34	97.1%	2.9%
8. There is good teamwork among staff in my school/worksite.	8	23	3			34	91.2%	8.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	19	4	1	2	33	83.9%	16.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	21	8			34	76.5%	23.5%
11. My work performance is evaluated fairly.	13	14	5	2		34	79.4%	20.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	11	10	5		34	55.9%	44.1%
13. I am provided adequate work and storage space to prepare for and do my job.	10	19	2	3		34	85.3%	14.7%
14. My administrators/supervisors respect the negotiated contracts.	21	12		1		34	97.1%	2.9%
15. My planning time is respected by my school administrations/supervisors.	13	13	1		7	34	96.3%	3.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	18	1	1	3	34	93.5%	6.5%
17. In my school, student misbehavior interferes with learning.	8	16	6	3		33	72.7%	27.3%
18. Too much instructional time is spent administering assessments.	8	13	4		8	33	84.0%	16.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	14	8		34	35.3%	64.7%
20. Increased workload has contributed to a decline in my morale.	5	16	8	4	1	34	63.6%	36.4%
21. I am paid fairly.	1	11	15	7		34	35.3%	64.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		3	9	21		33	9.1%	90.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	17	7	2	2	33	71.0%	29.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	23	5	1		34	82.4%	17.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	20	4	2	4	34	80.0%	20.0%
26. In my position, I receive appropriate and adequate support and training.	5	21	6		1	33	81.3%	18.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	1	12	18	1	34	9.1%	90.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	9	21	1	33	6.3%	93.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	8	9	10	2	34	40.6%	59.4%