

## ATHOLTON ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	14	12	5		33	48.5%	51.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	13	13	6		33	42.4%	57.6%
3. I personally feel successful in my work.	11	16	6			33	81.8%	18.2%
4. I feel involved in decision-making at my school/worksite.	4	9	12	8		33	39.4%	60.6%
5. I want to be involved in decision-making at my school/worksite.	11	20	2			33	93.9%	6.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	9	14	6		33	39.4%	60.6%
7. In my school/worksite, I am treated as a professional.	7	18	6	2		33	75.8%	24.2%
8. There is good teamwork among staff in my school/worksite.	12	15	5			32	84.4%	15.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	16	7	1	4	33	72.4%	27.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	17	7			33	78.8%	21.2%
11. My work performance is evaluated fairly.	4	25	3		1	33	90.6%	9.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	14	12	5		33	48.5%	51.5%
13. I am provided adequate work and storage space to prepare for and do my job.	6	23	4			33	87.9%	12.1%
14. My administrators/supervisors respect the negotiated contracts.	10	20	3			33	90.9%	9.1%
15. My planning time is respected by my school administrations/supervisors.	7	10	11	1	4	33	58.6%	41.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	15	9	1	2	33	67.7%	32.3%
17. In my school, student misbehavior interferes with learning.	5	15	11		2	33	64.5%	35.5%
18. Too much instructional time is spent administering assessments.	10	8	8	1	6	33	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	16	8	7		33	54.5%	45.5%
20. Increased workload has contributed to a decline in my morale.	7	16	10			33	69.7%	30.3%
21. I am paid fairly.	2	18	11	2		33	60.6%	39.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	19			1	33	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	22	3		2	33	90.3%	9.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	8	24			1	33	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	19	5	2	2	33	77.4%	22.6%
26. In my position, I receive appropriate and adequate support and training.	5	22	5	1		33	81.8%	18.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	12	17	1	32	6.5%	93.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	13	17	1	33	6.3%	93.8%
29. In the last 12 months, I have experienced harassing behavior from parents.		4	14	13	1	32	12.9%	87.1%