

**CLEMENS CROSSING ES**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	37	6	3		50	82.0%	18.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	25	15	4		50	62.0%	38.0%
3. I personally feel successful in my work.	22	25	3			50	94.0%	6.0%
4. I feel involved in decision-making at my school/worksite.	8	27	13	1	1	50	71.4%	28.6%
5. I want to be involved in decision-making at my school/worksite.	14	28	6	1	1	50	85.7%	14.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	27	10	1		50	78.0%	22.0%
7. In my school/worksite, I am treated as a professional.	22	26	1			49	98.0%	2.0%
8. There is good teamwork among staff in my school/worksite.	15	29	5	1		50	88.0%	12.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	32	6	3	2	49	80.9%	19.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	23	8	5	1	49	72.9%	27.1%
11. My work performance is evaluated fairly.	18	26	5			49	89.8%	10.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	12	19	13	4	1	49	64.6%	35.4%
13. I am provided adequate work and storage space to prepare for and do my job.	15	31	2	1	1	50	93.9%	6.1%
14. My administrators/supervisors respect the negotiated contracts.	23	21	5	1		50	88.0%	12.0%
15. My planning time is respected by my school administrations/supervisors.	13	27	2	1	6	49	93.0%	7.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	26	9	3	1	48	74.5%	25.5%
17. In my school, student misbehavior interferes with learning.	1	9	25	14		49	20.4%	79.6%
18. Too much instructional time is spent administering assessments.	4	12	30	1	3	50	34.0%	66.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	12	18	17	2	50	27.1%	72.9%
20. Increased workload has contributed to a decline in my morale.	11	14	15	8	1	49	52.1%	47.9%
21. I am paid fairly.	3	30	14	3		50	66.0%	34.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	23	26	1			50	98.0%	2.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	36	6	1	2	50	85.4%	14.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	14	34	2			50	96.0%	4.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	40	3	2	2	50	89.6%	10.4%
26. In my position, I receive appropriate and adequate support and training.	10	31	5	4		50	82.0%	18.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	20	22	4	50	8.7%	91.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		4	18	24	4	50	8.7%	91.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	10	21	15		50	28.0%	72.0%