

CRADLEROCK 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	8	13	8		31	32.3%	67.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	23	2	3		31	83.9%	16.1%
3. I personally feel successful in my work.	6	15	7	3		31	67.7%	32.3%
4. I feel involved in decision-making at my school/worksite.	4	14	5	7	1	31	60.0%	40.0%
5. I want to be involved in decision-making at my school/worksite.	8	20	2		1	31	93.3%	6.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	22	2	2		31	87.1%	12.9%
7. In my school/worksite, I am treated as a professional.	9	17	1	4		31	83.9%	16.1%
8. There is good teamwork among staff in my school/worksite.	8	20	2	1		31	90.3%	9.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	20	2	1	1	30	89.7%	10.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	15	6	6		31	61.3%	38.7%
11. My work performance is evaluated fairly.	10	18		1	1	30	96.6%	3.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	12	8	6		31	54.8%	45.2%
13. I am provided adequate work and storage space to prepare for and do my job.	6	21	3	1		31	87.1%	12.9%
14. My administrators/supervisors respect the negotiated contracts.	12	16	3			31	90.3%	9.7%
15. My planning time is respected by my school administrations/supervisors.	6	17	2	1	5	31	88.5%	11.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	17	5	3	2	31	72.4%	27.6%
17. In my school, student misbehavior interferes with learning.	23	4	2	1		30	90.0%	10.0%
18. Too much instructional time is spent administering assessments.	2	12	10	1	5	30	56.0%	44.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	15	5	3		29	72.4%	27.6%
20. Increased workload has contributed to a decline in my morale.	9	11	7	3	1	31	66.7%	33.3%
21. I am paid fairly.	4	14	6	7		31	58.1%	41.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	15	3			31	90.3%	9.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	21	5		1	31	83.3%	16.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	8	20	2	1		31	90.3%	9.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	17	3		3	31	89.3%	10.7%
26. In my position, I receive appropriate and adequate support and training.	7	16	6	2		31	74.2%	25.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	8	15	6	31	8.0%	92.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	8	13	8	31	8.7%	91.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	5	14	6	31	24.0%	76.0%