

**DEEP RUN ES**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	12	31	7	2	1	53	82.7%	17.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	29	7	4		53	79.2%	20.8%
3. I personally feel successful in my work.	15	30	6	1		52	86.5%	13.5%
4. I feel involved in decision-making at my school/worksite.	6	27	13	5	2	53	64.7%	35.3%
5. I want to be involved in decision-making at my school/worksite.	15	29	6	1	2	53	86.3%	13.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	24	16	2		53	66.0%	34.0%
7. In my school/worksite, I am treated as a professional.	25	21	6		1	53	88.5%	11.5%
8. There is good teamwork among staff in my school/worksite.	23	26	3		1	53	94.2%	5.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	27	9	2	1	52	78.4%	21.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	17	25	11			53	79.2%	20.8%
11. My work performance is evaluated fairly.	22	22	6	3		53	83.0%	17.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	25	9	11		52	61.5%	38.5%
13. I am provided adequate work and storage space to prepare for and do my job.	14	31	6	1		52	86.5%	13.5%
14. My administrators/supervisors respect the negotiated contracts.	29	20	4			53	92.5%	7.5%
15. My planning time is respected by my school administrations/supervisors.	20	19	7	3	4	53	79.6%	20.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	28	6	1	3	52	85.7%	14.3%
17. In my school, student misbehavior interferes with learning.	12	24	14	2	1	53	69.2%	30.8%
18. Too much instructional time is spent administering assessments.	4	15	23	2	7	51	43.2%	56.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	34	14	2	1	53	69.2%	30.8%
20. Increased workload has contributed to a decline in my morale.	8	23	17	5		53	58.5%	41.5%
21. I am paid fairly.	2	22	21	7		52	46.2%	53.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	26	26	1			53	98.1%	1.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	11	37	5			53	90.6%	9.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	24	27	2			53	96.2%	3.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	36	8		1	53	84.6%	15.4%
26. In my position, I receive appropriate and adequate support and training.	13	31	7	2		53	83.0%	17.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	3	16	29	3	53	10.0%	90.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	16	33	3	53	2.0%	98.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	16	29	3	53	10.0%	90.0%