

**LONGFELLOW 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	23	8			33	75.8%	24.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	20	8			33	75.8%	24.2%
3. I personally feel successful in my work.	8	21	4			33	87.9%	12.1%
4. I feel involved in decision-making at my school/worksite.	2	19	8	3	1	33	65.6%	34.4%
5. I want to be involved in decision-making at my school/worksite.	10	18	1		2	31	96.6%	3.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	21	3	1		33	87.9%	12.1%
7. In my school/worksite, I am treated as a professional.	10	16	4	1		31	83.9%	16.1%
8. There is good teamwork among staff in my school/worksite.	4	22	5	2		33	78.8%	21.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	21	4	2	3	32	79.3%	20.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	2	17	7	6		32	59.4%	40.6%
11. My work performance is evaluated fairly.	9	18	1	2	2	32	90.0%	10.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		16	9	6		31	51.6%	48.4%
13. I am provided adequate work and storage space to prepare for and do my job.	10	14	8	1		33	72.7%	27.3%
14. My administrators/supervisors respect the negotiated contracts.	13	19	1			33	97.0%	3.0%
15. My planning time is respected by my school administrations/supervisors.	5	17	2	1	8	33	88.0%	12.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	16	7		3	33	76.7%	23.3%
17. In my school, student misbehavior interferes with learning.	12	16	2	1	2	33	90.3%	9.7%
18. Too much instructional time is spent administering assessments.	6	18	5		4	33	82.8%	17.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	19	6	3	2	32	70.0%	30.0%
20. Increased workload has contributed to a decline in my morale.	5	16	10	2		33	63.6%	36.4%
21. I am paid fairly.	3	11	14	5		33	42.4%	57.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	10	20	2		1	33	93.8%	6.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	26	2		1	33	93.8%	6.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	6	20	5		1	32	83.9%	16.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	18	12			33	63.6%	36.4%
26. In my position, I receive appropriate and adequate support and training.	5	21	5	1		32	81.3%	18.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	11	15	2	33	16.1%	83.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	9	19	2	33	9.7%	90.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	9	12	8	1	33	37.5%	62.5%