

TALBOTT SPRINGS ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	18	9	2		35	68.6%	31.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	22	6	1		35	80.0%	20.0%
3. I personally feel successful in my work.	10	23	1			34	97.1%	2.9%
4. I feel involved in decision-making at my school/worksite.	7	21	6	1		35	80.0%	20.0%
5. I want to be involved in decision-making at my school/worksite.	11	18	4	1	1	35	85.3%	14.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	14	10	2		35	65.7%	34.3%
7. In my school/worksite, I am treated as a professional.	9	22	4			35	88.6%	11.4%
8. There is good teamwork among staff in my school/worksite.	10	18	5	2		35	80.0%	20.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	23	3		1	35	91.2%	8.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	22	4	3		34	79.4%	20.6%
11. My work performance is evaluated fairly.	11	20	1	1	1	34	93.9%	6.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	11	10	3	2	34	59.4%	40.6%
13. I am provided adequate work and storage space to prepare for and do my job.	10	19	1	5		35	82.9%	17.1%
14. My administrators/supervisors respect the negotiated contracts.	18	16	1			35	97.1%	2.9%
15. My planning time is respected by my school administrations/supervisors.	12	15	2	3	3	35	84.4%	15.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	15	2		4	35	93.5%	6.5%
17. In my school, student misbehavior interferes with learning.	7	15	9	4		35	62.9%	37.1%
18. Too much instructional time is spent administering assessments.	4	14	12	2	2	34	56.3%	43.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	21	8	3		34	67.6%	32.4%
20. Increased workload has contributed to a decline in my morale.	3	14	13	3	1	34	51.5%	48.5%
21. I am paid fairly.	1	18	8	7		34	55.9%	44.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	21	2	1	1	34	90.9%	9.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	26	4	2		34	82.4%	17.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	6	28	1			35	97.1%	2.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	20	6	3		35	74.3%	25.7%
26. In my position, I receive appropriate and adequate support and training.	4	27	3	1		35	88.6%	11.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	3	14	14	1	35	17.6%	82.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	11	19	2	34	6.3%	93.8%
29. In the last 12 months, I have experienced harassing behavior from parents.		1	19	13	2	35	3.0%	97.0%