

THUNDER HILL ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	18	9	3		35	65.7%	34.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	14	13	4		35	51.4%	48.6%
3. I personally feel successful in my work.	11	21	2	1		35	91.4%	8.6%
4. I feel involved in decision-making at my school/worksite.	5	14	12	2	1	34	57.6%	42.4%
5. I want to be involved in decision-making at my school/worksite.	6	24	3		2	35	90.9%	9.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	16	10	4		35	60.0%	40.0%
7. In my school/worksite, I am treated as a professional.	12	16	5	2		35	80.0%	20.0%
8. There is good teamwork among staff in my school/worksite.	13	14	6	2		35	77.1%	22.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	22	6	1	2	35	78.8%	21.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	18	4	4		34	76.5%	23.5%
11. My work performance is evaluated fairly.	10	20	4	1		35	85.7%	14.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	11	12	9	1	35	38.2%	61.8%
13. I am provided adequate work and storage space to prepare for and do my job.	8	20	3	3	1	35	82.4%	17.6%
14. My administrators/supervisors respect the negotiated contracts.	10	20	2	1	1	34	90.9%	9.1%
15. My planning time is respected by my school administrations/supervisors.	6	14	5	2	8	35	74.1%	25.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	15	9	5	1	35	58.8%	41.2%
17. In my school, student misbehavior interferes with learning.	10	18	3	1	1	33	87.5%	12.5%
18. Too much instructional time is spent administering assessments.	4	16	11		4	35	64.5%	35.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	11	8	2	35	42.4%	57.6%
20. Increased workload has contributed to a decline in my morale.	10	13	11		1	35	67.6%	32.4%
21. I am paid fairly.	4	14	13	4		35	51.4%	48.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	10	23	2			35	94.3%	5.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	29	3			34	91.2%	8.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	8	24	1			33	97.0%	3.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	22	3	2	2	35	84.8%	15.2%
26. In my position, I receive appropriate and adequate support and training.	4	25	5			34	85.3%	14.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	11	20	1	35	8.8%	91.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		12	20	1	34	3.0%	97.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	5	13	13		35	25.7%	74.3%