

WAVERLY ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	28	12	2		43	67.4%	32.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	24	15	2		43	60.5%	39.5%
3. I personally feel successful in my work.	9	29	5			43	88.4%	11.6%
4. I feel involved in decision-making at my school/worksite.	4	24	12	2	1	43	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	10	25	5	1	1	42	85.4%	14.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	26	11	2		43	69.8%	30.2%
7. In my school/worksite, I am treated as a professional.	9	29	5			43	88.4%	11.6%
8. There is good teamwork among staff in my school/worksite.	4	28	8	3		43	74.4%	25.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	20	10	4	3	42	64.1%	35.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	25	6	3		42	78.6%	21.4%
11. My work performance is evaluated fairly.	8	25	6	1	2	42	82.5%	17.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	15	13	9	3	43	45.0%	55.0%
13. I am provided adequate work and storage space to prepare for and do my job.	9	28	4		2	43	90.2%	9.8%
14. My administrators/supervisors respect the negotiated contracts.	10	28	4		1	43	90.5%	9.5%
15. My planning time is respected by my school administrations/supervisors.	5	22	7		8	42	79.4%	20.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	25	6	2	4	43	79.5%	20.5%
17. In my school, student misbehavior interferes with learning.	2	9	21	9	1	42	26.8%	73.2%
18. Too much instructional time is spent administering assessments.	10	18	7	2	6	43	75.7%	24.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	14	15	11		43	39.5%	60.5%
20. Increased workload has contributed to a decline in my morale.	10	17	11	3	2	43	65.9%	34.1%
21. I am paid fairly.	3	21	14	5		43	55.8%	44.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	14	28	1			43	97.7%	2.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	35	4			43	90.7%	9.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	5	31	5	1		42	85.7%	14.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	29	6		2	43	85.4%	14.6%
26. In my position, I receive appropriate and adequate support and training.	4	34	2	3		43	88.4%	11.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	7	14	18	2	43	22.0%	78.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			17	24	2	43	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.		7	18	16	2	43	17.1%	82.9%