

**WORTHINGTON 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             | 11    | 1        |                   |                | 24          | 95.8%   | 4.2%       |
| 2. There is an atmosphere of open communication and trust in my school/worksite.                       | 9              | 13    | 2        |                   |                | 24          | 91.7%   | 8.3%       |
| 3. I personally feel successful in my work.                                                            | 11             | 12    | 1        |                   |                | 24          | 95.8%   | 4.2%       |
| 4. I feel involved in decision-making at my school/worksite.                                           | 12             | 4     | 6        | 1                 | 1              | 24          | 69.6%   | 30.4%      |
| 5. I want to be involved in decision-making at my school/worksite.                                     | 11             | 13    |          |                   |                | 24          | 100.0%  | 0.0%       |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions.     | 10             | 9     | 5        |                   |                | 24          | 79.2%   | 20.8%      |
| 7. In my school/worksite, I am treated as a professional.                                              | 12             | 9     | 2        |                   |                | 23          | 91.3%   | 8.7%       |
| 8. There is good teamwork among staff in my school/worksite.                                           | 12             | 9     | 2        | 1                 |                | 24          | 87.5%   | 12.5%      |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite.                  | 10             | 12    | 1        |                   |                | 23          | 95.7%   | 4.3%       |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success.                         | 11             | 10    | 2        | 1                 |                | 24          | 87.5%   | 12.5%      |
| 11. My work performance is evaluated fairly.                                                           | 13             | 10    | 1        |                   |                | 24          | 95.8%   | 4.2%       |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job.                 | 6              | 11    | 4        | 3                 |                | 24          | 70.8%   | 29.2%      |
| 13. I am provided adequate work and storage space to prepare for and do my job.                        | 12             | 10    | 2        |                   |                | 24          | 91.7%   | 8.3%       |
| 14. My administrators/supervisors respect the negotiated contracts.                                    | 18             | 6     |          |                   |                | 24          | 100.0%  | 0.0%       |
| 15. My planning time is respected by my school administrations/supervisors.                            | 11             | 9     | 1        |                   | 3              | 24          | 95.2%   | 4.8%       |
| 16. In my school, administrators/supervisors support me in enforcing discipline.                       | 10             | 14    |          |                   |                | 24          | 100.0%  | 0.0%       |
| 17. In my school, student misbehavior interferes with learning.                                        | 3              | 10    | 9        | 2                 |                | 24          | 54.2%   | 45.8%      |
| 18. Too much instructional time is spent administering assessments.                                    | 2              | 11    | 9        | 1                 | 1              | 24          | 56.5%   | 43.5%      |
| 19. HCPSS professional development experiences are meaningful and worthwhile.                          | 2              | 11    | 7        | 3                 | 1              | 24          | 56.5%   | 43.5%      |
| 20. Increased workload has contributed to a decline in my morale.                                      | 4              | 9     | 11       |                   |                | 24          | 54.2%   | 45.8%      |
| 21. I am paid fairly.                                                                                  | 2              | 4     | 8        | 10                |                | 24          | 25.0%   | 75.0%      |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent.                         | 14             | 9     |          | 1                 |                | 24          | 95.8%   | 4.2%       |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education.             | 9              | 11    | 3        | 1                 |                | 24          | 83.3%   | 16.7%      |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).          | 8              | 11    | 3        | 2                 |                | 24          | 79.2%   | 20.8%      |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 7              | 15    | 1        |                   | 1              | 24          | 95.7%   | 4.3%       |
| 26. In my position, I receive appropriate and adequate support and training.                           | 4              | 17    | 3        |                   |                | 24          | 87.5%   | 12.5%      |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues.                      |                | 2     | 6        | 16                |                | 24          | 8.3%    | 91.7%      |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.      |                | 1     | 5        | 18                |                | 24          | 4.2%    | 95.8%      |
| 29. In the last 12 months, I have experienced harassing behavior from parents.                         | 2              | 3     | 9        | 10                |                | 24          | 20.8%   | 79.2%      |