

Worksite

Mt. Hebron HS

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	21	49	0	0	1	71	99%	1%
2. There is an atmosphere of open communication and trust in my school/worksite.	21	43	0	0	6	70	91%	9%
3. I personally feel successful in my work.	24	43	0	2	2	71	94%	6%
4. I feel involved in decision-making at my school/worksite.	9	37	2	3	20	71	65%	32%
5. I want to be involved in decision-making at my school/worksite.	17	44	3	1	5	70	87%	9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	38	0	0	15	71	79%	21%
7. In my school/worksite, I am treated as a professional.	29	38	0	0	4	71	94%	6%
8. There is good teamwork among staff in my school/worksite.	26	33	0	1	11	71	83%	17%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	38	3	7	6	69	77%	19%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	18	40	0	2	11	71	82%	18%
11. My work performance is evaluated fairly.	21	45	0	2	3	71	93%	7%
12. I am provided adequate time during the workday to plan, prepare for and do my job	10	33	1	11	16	71	61%	38%
13. I am provided adequate work and storage space to prepare for and do my job.	29	38	0	0	4	71	94%	6%
14. My administrators/supervisors respect the negotiated contracts.	35	34	0	0	1	70	99%	1%
15. My planning time is respected by my school administrations/supervisors.	30	31	5	0	5	71	86%	7%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	35	6	4	18	71	61%	31%
17. In my school, student misbehavior interferes with learning.	3	24	4	11	28	70	39%	56%
18. Too much instructional time is spent administering assessments.	10	18	9	6	27	70	40%	47%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	20	7	20	20	70	33%	57%
20. Increased workload has contributed to a decline in my morale.	9	28	5	4	25	71	52%	41%
21. I am paid fairly	2	27	0	19	21	69	42%	58%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	38	11	6	11	71	61%	24%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	36	4	12	16	69	54%	41%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	8	50	3	4	5	70	83%	13%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	37	7	4	11	70	69%	21%
26. In my position, I receive appropriate and adequate support and training.	6	50	0	5	10	71	79%	21%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	5	37	24	71	7%	86%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	5	5	41	20	71	7%	86%
29. In the last 12 months, I have experienced harassing behavior from parents.	12	14	1	20	24	71	37%	62%