

Worksite

Central Office

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	9	36	0	10	12	67	67%	33%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	38	0	11	10	67	69%	31%
3. I personally feel successful in my work.	22	41	0	0	3	66	95%	5%
4. I feel involved in decision-making at my school/worksite.	12	37	2	3	13	67	73%	24%
5. I want to be involved in decision-making at my school/worksite.	23	36	4	0	4	67	88%	6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	36	0	9	12	67	69%	31%
7. In my school/worksite, I am treated as a professional.	22	35	0	3	7	67	85%	15%
8. There is good teamwork among staff in my school/worksite.	23	30	0	4	10	67	79%	21%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	17	35	1	8	67	34%	13%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	13	40	0	2	12	67	79%	21%
11. My work performance is evaluated fairly.	22	35	3	3	3	66	86%	9%
12. I am provided adequate time during the workday to plan, prepare for and do my job	17	36	4	2	8	67	79%	15%
13. I am provided adequate work and storage space to prepare for and do my job.	20	35	2	1	9	67	82%	15%
14. My administrators/supervisors respect the negotiated contracts.	26	31	2	2	6	67	85%	12%
15. My planning time is respected by my school administrations/supervisors.	8	8	51	0	0	67	24%	0%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	2	60	0	0	66	9%	0%
17. In my school, student misbehavior interferes with learning.	1	1	64	1	0	67	3%	1%
18. Too much instructional time is spent administering assessments.	3	1	62	0	0	66	6%	0%
19. HCPSS professional development experiences are meaningful and worthwhile.	9	24	19	3	12	67	49%	22%
20. Increased workload has contributed to a decline in my morale.	6	11	11	10	29	67	25%	58%
21. I am paid fairly	7	42	0	6	12	67	73%	27%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	15	37	3	0	11	66	79%	17%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	36	0	4	19	64	64%	36%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	10	37	4	5	10	66	71%	23%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	24	21	2	10	67	51%	18%
26. In my position, I receive appropriate and adequate support and training.	11	41	1	2	12	67	78%	21%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	5	2	38	18	66	12%	85%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	2	37	23	67	7%	90%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	41	12	9	67	7%	31%