

HOLLIFIELD STATION ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	32	11	1		48	75.0%	25.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	31	6	5		47	76.6%	23.4%
3. I personally feel successful in my work.	15	27	4	1	1	48	89.4%	10.6%
4. I feel involved in decision-making at my school/worksite.	9	20	8	8	2	47	64.4%	35.6%
5. I want to be involved in decision-making at my school/worksite.	15	27	3	1	2	48	91.3%	8.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	24	11	6		47	63.8%	36.2%
7. In my school/worksite, I am treated as a professional.	14	30	3	1		48	91.7%	8.3%
8. There is good teamwork among staff in my school/worksite.	17	25	4	1		47	89.4%	10.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	28	9	2	2	48	76.1%	23.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	27	6	2	1	47	82.6%	17.4%
11. My work performance is evaluated fairly.	7	34	3	2	2	48	89.1%	10.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	18	17	7	1	46	46.7%	53.3%
13. I am provided adequate work and storage space to prepare for and do my job.	9	28	8	3		48	77.1%	22.9%
14. My administrators/supervisors respect the negotiated contracts.	12	34	1		1	48	97.9%	2.1%
15. My planning time is respected by my school administrations/supervisors.	5	26	9	3	5	48	72.1%	27.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	26	5	7	5	48	72.1%	27.9%
17. In my school, student misbehavior interferes with learning.	10	26	10		2	48	78.3%	21.7%
18. Too much instructional time is spent administering assessments.	7	24	7	1	9	48	79.5%	20.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	25	12	5	2	48	63.0%	37.0%
20. Increased workload has contributed to a decline in my morale.	12	19	15	2		48	64.6%	35.4%
21. I am paid fairly.	2	22	15	7		46	52.2%	47.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	22	1			48	97.9%	2.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	10	34	3		1	48	93.6%	6.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	16	27		1	4	48	97.7%	2.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	27	8	2	1	48	78.7%	21.3%
26. In my position, I receive appropriate and adequate support and training.	8	31	8	1		48	81.3%	18.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	16	24	3	47	9.1%	90.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	2	17	24	3	48	8.9%	91.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	7	19	19	2	48	17.4%	82.6%