

Worksite

Bellows Spring ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	11	30	0	5	8	54	76%	24%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	28	0	6	11	53	68%	32%
3. I personally feel successful in my work.	17	34	0	0	3	54	94%	6%
4. I feel involved in decision-making at my school/worksite.	5	19	3	7	20	54	44%	50%
5. I want to be involved in decision-making at my school/worksite.	14	30	5	0	5	54	81%	9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	25	0	8	12	54	63%	37%
7. In my school/worksite, I am treated as a professional.	14	31	0	3	4	52	87%	13%
8. There is good teamwork among staff in my school/worksite.	13	27	0	4	10	54	74%	26%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	31	3	7	6	54	70%	24%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	18	30	0	1	5	54	89%	11%
11. My work performance is evaluated fairly.	13	35	1	2	3	54	89%	9%
12. I am provided adequate time during the workday to plan, prepare for and do my job	11	27	1	5	9	53	72%	26%
13. I am provided adequate work and storage space to prepare for and do my job.	13	35	0	2	4	54	89%	11%
14. My administrators/supervisors respect the negotiated contracts.	19	29	0	2	4	54	89%	11%
15. My planning time is respected by my school administrations/supervisors.	16	27	7	2	2	54	80%	7%
16. In my school, administrators/supervisors support me in enforcing discipline.	19	27	3	1	3	53	87%	8%
17. In my school, student misbehavior interferes with learning.	6	23	3	3	19	54	54%	41%
18. Too much instructional time is spent administering assessments.	2	21	11	4	16	54	43%	37%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	20	1	7	21	53	45%	53%
20. Increased workload has contributed to a decline in my morale.	8	20	5	5	15	53	53%	38%
21. I am paid fairly	2	17	0	13	22	54	35%	65%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	32	6	3	7	52	69%	19%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	33	3	5	10	54	67%	28%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	16	31	2	1	3	53	89%	8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	34	1	2	4	53	87%	11%
26. In my position, I receive appropriate and adequate support and training.	6	36	0	2	9	53	79%	21%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	7	2	22	19	53	19%	77%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	3	3	28	18	53	8%	87%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	10	2	17	21	54	26%	70%