

Worksite

Hollifield Station ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	32	0	3	15	53	66%	34%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	29	0	1	14	53	72%	28%
3. I personally feel successful in my work.	19	30	0	1	3	53	92%	8%
4. I feel involved in decision-making at my school/worksite.	9	27	0	3	14	53	68%	32%
5. I want to be involved in decision-making at my school/worksite.	11	38	1	0	3	53	92%	6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	31	0	3	12	53	72%	28%
7. In my school/worksite, I am treated as a professional.	20	27	0	2	4	53	89%	11%
8. There is good teamwork among staff in my school/worksite.	17	26	0	2	7	52	83%	17%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	29	1	4	9	53	74%	25%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	16	26	0	3	8	53	79%	21%
11. My work performance is evaluated fairly.	14	33	1	1	3	52	90%	8%
12. I am provided adequate time during the workday to plan, prepare for and do my job	2	23	0	9	19	53	47%	53%
13. I am provided adequate work and storage space to prepare for and do my job.	14	32	0	2	5	53	87%	13%
14. My administrators/supervisors respect the negotiated contracts.	20	25	1	1	6	53	85%	13%
15. My planning time is respected by my school administrations/supervisors.	9	28	7	2	7	53	70%	17%
16. In my school, administrators/supervisors support me in enforcing discipline.	16	28	4	2	3	53	83%	9%
17. In my school, student misbehavior interferes with learning.	6	22	2	1	22	53	53%	43%
18. Too much instructional time is spent administering assessments.	13	11	9	2	17	52	46%	37%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	35	1	5	10	52	69%	29%
20. Increased workload has contributed to a decline in my morale.	15	21	3	3	11	53	68%	26%
21. I am paid fairly	0	19	0	15	19	53	36%	64%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	31	2	3	10	50	70%	26%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	33	1	1	14	51	69%	29%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	13	35	0	0	4	52	92%	8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	34	1	1	6	52	85%	13%
26. In my position, I receive appropriate and adequate support and training.	10	35	0	1	7	53	85%	15%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	5	2	22	23	53	11%	85%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	2	24	24	53	6%	91%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	10	2	17	22	53	23%	74%