

MOUNT HEBRON HS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		8	31	50		89	9.0%	91.0%
2. There is an atmosphere of open communication and trust in my school/worksite.		10	31	47	1	89	11.4%	88.6%
3. I personally feel successful in my work.	19	49	15	6		89	76.4%	23.6%
4. I feel involved in decision-making at my school/worksite.	1	20	33	33	1	88	24.1%	75.9%
5. I want to be involved in decision-making at my school/worksite.	22	57	5	2	3	89	91.9%	8.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	12	26	50		89	14.6%	85.4%
7. In my school/worksite, I am treated as a professional.	6	39	27	17		89	50.6%	49.4%
8. There is good teamwork among staff in my school/worksite.	12	53	17	6		88	73.9%	26.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	29	26	16	8	89	48.1%	51.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	38	28	11	2	88	54.7%	45.3%
11. My work performance is evaluated fairly.	8	43	27	5	3	86	61.4%	38.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	29	26	23	4	87	41.0%	59.0%
13. I am provided adequate work and storage space to prepare for and do my job.	20	51	12	3	3	89	82.6%	17.4%
14. My administrators/supervisors respect the negotiated contracts.	7	58	15	5	4	89	76.5%	23.5%
15. My planning time is respected by my school administrations/supervisors.	10	47	21	4	7	89	69.5%	30.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	21	27	28	12	89	28.6%	71.4%
17. In my school, student misbehavior interferes with learning.	17	45	16	5	6	89	74.7%	25.3%
18. Too much instructional time is spent administering assessments.	46	28	11		3	88	87.1%	12.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	16	25	44	2	88	19.8%	80.2%
20. Increased workload has contributed to a decline in my morale.	46	25	14	2	2	89	81.6%	18.4%
21. I am paid fairly.	1	37	30	21		89	42.7%	57.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		1	11	75	1	88	1.1%	98.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	13	38	25	8	2	86	60.7%	39.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	43	44	2			89	97.8%	2.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	38	30	15	3	88	47.1%	52.9%
26. In my position, I receive appropriate and adequate support and training.	5	41	33	10		89	51.7%	48.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	10	12	22	43	2	89	25.3%	74.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	9	17	25	33	4	88	31.0%	69.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	18	19	27	25		89	41.6%	58.4%