

BELLOWS SPRING ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	12	26	11			49	77.6%	22.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	27	8	1		49	81.6%	18.4%
3. I personally feel successful in my work.	17	27	4			48	91.7%	8.3%
4. I feel involved in decision-making at my school/worksite.	7	26	12	1	3	49	71.7%	28.3%
5. I want to be involved in decision-making at my school/worksite.	10	28	6	1	4	49	84.4%	15.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	28	3	3		49	87.8%	12.2%
7. In my school/worksite, I am treated as a professional.	24	24	1			49	98.0%	2.0%
8. There is good teamwork among staff in my school/worksite.	19	25	2	1	1	48	93.6%	6.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	25	5	2	7	49	83.3%	16.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	22	7	5		49	75.5%	24.5%
11. My work performance is evaluated fairly.	26	20	3			49	93.9%	6.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	12	25	7	5		49	75.5%	24.5%
13. I am provided adequate work and storage space to prepare for and do my job.	15	24	8	1		48	81.3%	18.8%
14. My administrators/supervisors respect the negotiated contracts.	23	25	1			49	98.0%	2.0%
15. My planning time is respected by my school administrations/supervisors.	16	24	2		7	49	95.2%	4.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	17	6	1	7	48	82.9%	17.1%
17. In my school, student misbehavior interferes with learning.	8	16	11	5	9	49	60.0%	40.0%
18. Too much instructional time is spent administering assessments.	10	16	11	1	10	48	68.4%	31.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	29	10	5		49	69.4%	30.6%
20. Increased workload has contributed to a decline in my morale.	8	15	20	5		48	47.9%	52.1%
21. I am paid fairly.	5	27	9	8		49	65.3%	34.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	26	21	1			48	97.9%	2.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	35	3	1		48	91.7%	8.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	20	27	1			48	97.9%	2.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	30	5	2		48	85.4%	14.6%
26. In my position, I receive appropriate and adequate support and training.	12	30	5	1		48	87.5%	12.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	1	15	26	3	47	6.8%	93.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	14	28	3	47	4.5%	95.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	10	13	20	2	48	28.3%	71.7%