

BOLLMAN BRIDGE ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	26	16	12		56	50.0%	50.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	25	15	10		55	54.5%	45.5%
3. I personally feel successful in my work.	12	33	9	2		56	80.4%	19.6%
4. I feel involved in decision-making at my school/worksite.	1	27	22	6		56	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	17	35	3			55	94.5%	5.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	25	16	6		55	60.0%	40.0%
7. In my school/worksite, I am treated as a professional.	15	30	5	6		56	80.4%	19.6%
8. There is good teamwork among staff in my school/worksite.	11	30	12	3		56	73.2%	26.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	35	6	4	2	56	81.5%	18.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	32	4	3		55	87.3%	12.7%
11. My work performance is evaluated fairly.	10	36	7	2		55	83.6%	16.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	23	11	17		56	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	16	33	3	4		56	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	19	31	2	4		56	89.3%	10.7%
15. My planning time is respected by my school administrations/supervisors.	13	23	10	6	3	55	69.2%	30.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	26	11	5	5	56	68.6%	31.4%
17. In my school, student misbehavior interferes with learning.	28	17	7	2	1	55	83.3%	16.7%
18. Too much instructional time is spent administering assessments.	14	19	17	1	4	55	64.7%	35.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	26	22	3		56	55.4%	44.6%
20. Increased workload has contributed to a decline in my morale.	17	22	16			55	70.9%	29.1%
21. I am paid fairly.	4	26	17	8		55	54.5%	45.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	30	24	1		1	56	98.2%	1.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	15	36	3		2	56	94.4%	5.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	19	34	1	1	1	56	96.4%	3.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	36	5	2		55	87.3%	12.7%
26. In my position, I receive appropriate and adequate support and training.	9	39	5	3		56	85.7%	14.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	9	11	29	4	55	21.6%	78.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	1	13	35	4	55	5.9%	94.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	7	18	27	2	56	16.7%	83.3%