

**CENTENNIAL HS**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	11	44	9	5		69	79.7%	20.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	35	13	9	1	69	67.6%	32.4%
3. I personally feel successful in my work.	25	37	5	2		69	89.9%	10.1%
4. I feel involved in decision-making at my school/worksite.	8	24	19	14	4	69	49.2%	50.8%
5. I want to be involved in decision-making at my school/worksite.	16	42	6	2	2	68	87.9%	12.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	33	10	14		67	64.2%	35.8%
7. In my school/worksite, I am treated as a professional.	24	35	5	5		69	85.5%	14.5%
8. There is good teamwork among staff in my school/worksite.	13	38	10	7		68	75.0%	25.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	34	10	9	9	69	68.3%	31.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	36	12	5		69	75.4%	24.6%
11. My work performance is evaluated fairly.	26	35	4	4		69	88.4%	11.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	33	10	14	3	69	63.6%	36.4%
13. I am provided adequate work and storage space to prepare for and do my job.	15	43	8	3		69	84.1%	15.9%
14. My administrators/supervisors respect the negotiated contracts.	28	34	5	1	1	69	91.2%	8.8%
15. My planning time is respected by my school administrations/supervisors.	22	27	6	4	9	68	83.1%	16.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	33	8	6	5	69	78.1%	21.9%
17. In my school, student misbehavior interferes with learning.	3	18	24	15	7	67	35.0%	65.0%
18. Too much instructional time is spent administering assessments.	19	26	10	3	10	68	77.6%	22.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	25	15	24	2	67	40.0%	60.0%
20. Increased workload has contributed to a decline in my morale.	10	28	19	8	4	69	58.5%	41.5%
21. I am paid fairly.	4	30	21	14		69	49.3%	50.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	41	15	4	2	67	70.8%	29.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	48	12	5	3	69	74.2%	25.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	11	47	8	2	1	69	85.3%	14.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	35	14	9	4	69	64.6%	35.4%
26. In my position, I receive appropriate and adequate support and training.	8	44	9	7		68	76.5%	23.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	6	25	31	2	69	16.4%	83.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	2	27	34	3	69	7.6%	92.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	14	23	20	4	68	32.8%	67.2%