

RESERVIOR 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	49	16	2		75	76.0%	24.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	40	21	6		75	64.0%	36.0%
3. I personally feel successful in my work.	19	47	7	2		75	88.0%	12.0%
4. I feel involved in decision-making at my school/worksite.	8	26	32	8	1	75	45.9%	54.1%
5. I want to be involved in decision-making at my school/worksite.	18	45	9	1	1	74	86.3%	13.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	34	20	7		74	63.5%	36.5%
7. In my school/worksite, I am treated as a professional.	21	41	9	3		74	83.8%	16.2%
8. There is good teamwork among staff in my school/worksite.	14	39	17	5		75	70.7%	29.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	35	10	2	6	74	82.4%	17.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	31	33	9	2		75	85.3%	14.7%
11. My work performance is evaluated fairly.	25	40	5	4	1	75	87.8%	12.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	14	33	14	13	1	75	63.5%	36.5%
13. I am provided adequate work and storage space to prepare for and do my job.	29	38	5	2		74	90.5%	9.5%
14. My administrators/supervisors respect the negotiated contracts.	29	39	7			75	90.7%	9.3%
15. My planning time is respected by my school administrations/supervisors.	23	35	6		11	75	90.6%	9.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	32	14	8	6	75	68.1%	31.9%
17. In my school, student misbehavior interferes with learning.	11	36	20	4	4	75	66.2%	33.8%
18. Too much instructional time is spent administering assessments.	27	30	11	2	5	75	81.4%	18.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	29	26	13	4	74	44.3%	55.7%
20. Increased workload has contributed to a decline in my morale.	13	33	21	5	3	75	63.9%	36.1%
21. I am paid fairly.	4	34	27	10		75	50.7%	49.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	24	47	2	1	1	75	95.9%	4.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	55	9	1		73	86.3%	13.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	30	38	5	1		74	91.9%	8.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	40	16	4	3	75	72.2%	27.8%
26. In my position, I receive appropriate and adequate support and training.	11	50	11	3		75	81.3%	18.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	6	9	18	37	5	75	21.4%	78.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	6	22	42	3	75	11.1%	88.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	11	10	25	25	4	75	29.6%	70.4%