

POINTERS RUN ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	14	13	28		58	29.3%	70.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	17	14	25		58	32.8%	67.2%
3. I personally feel successful in my work.	12	27	3	15	1	58	68.4%	31.6%
4. I feel involved in decision-making at my school/worksite.	1	17	16	23	1	58	31.6%	68.4%
5. I want to be involved in decision-making at my school/worksite.	20	27	1	6	2	56	87.0%	13.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	26	8	19	3	58	50.9%	49.1%
7. In my school/worksite, I am treated as a professional.	8	32	4	12	1	57	71.4%	28.6%
8. There is good teamwork among staff in my school/worksite.	14	29	5	10		58	74.1%	25.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	31	3	8	10	56	76.1%	23.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	27	7	17	1	58	57.9%	42.1%
11. My work performance is evaluated fairly.	12	36	3	6		57	84.2%	15.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	15	8	21	4	57	45.3%	54.7%
13. I am provided adequate work and storage space to prepare for and do my job.	9	36	2	10	1	58	78.9%	21.1%
14. My administrators/supervisors respect the negotiated contracts.	14	37	1	6		58	87.9%	12.1%
15. My planning time is respected by my school administrations/supervisors.	11	24	1	8	14	58	79.5%	20.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	24	3	14	10	58	64.6%	35.4%
17. In my school, student misbehavior interferes with learning.	7	21	3	20	5	56	54.9%	45.1%
18. Too much instructional time is spent administering assessments.	10	17	2	16	13	58	60.0%	40.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	20	13	19	2	57	41.8%	58.2%
20. Increased workload has contributed to a decline in my morale.	30	15	2	9	2	58	80.4%	19.6%
21. I am paid fairly.	1	16	19	19	1	56	30.9%	69.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	20	11	24	1	57	37.5%	62.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	14	16	23	2	57	29.1%	70.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	21	32	1	1	3	58	96.4%	3.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	33	2	15	4	58	68.5%	31.5%
26. In my position, I receive appropriate and adequate support and training.	5	31	2	16	1	55	66.7%	33.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	3	3	30	20	2	58	10.7%	89.3%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	29	24	2	58	5.4%	94.6%
29. During this current school year, I have experienced harassing behavior from parents.	4	17	14	22	1	58	36.8%	63.2%
30. At my school I spend most of my PIP time on non-instructional activities.	1	11	4	25	17	58	29.3%	70.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	28		5	20	55	85.7%	14.3%
32. In my school, I spend too much time in meetings.	5	17	2	28	5	57	42.3%	57.7%
33. In my school, there is adequate support for special education students.	3	10	24	20	1	58	22.8%	77.2%