

Worksite

Phelps Luck ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	20	27	0	1	2	50	94%	6%
2. There is an atmosphere of open communication and trust in my school/worksite.	20	24	0	0	6	50	88%	12%
3. I personally feel successful in my work.	15	28	0	0	7	50	86%	14%
4. I feel involved in decision-making at my school/worksite.	13	22	2	2	11	50	70%	26%
5. I want to be involved in decision-making at my school/worksite.	18	29	1	0	2	50	94%	4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	23	1	1	3	50	90%	8%
7. In my school/worksite, I am treated as a professional.	26	19	0	0	5	50	90%	10%
8. There is good teamwork among staff in my school/worksite.	20	22	0	0	7	49	86%	14%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	26	3	2	9	50	72%	22%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	8	27	1	1	13	50	70%	28%
11. My work performance is evaluated fairly.	19	27	2	0	2	50	92%	4%
12. I am provided adequate time during the workday to plan, prepare for and do my job	8	14	2	6	20	50	44%	52%
13. I am provided adequate work and storage space to prepare for and do my job.	7	28	0	3	12	50	70%	30%
14. My administrators/supervisors respect the negotiated contracts.	27	19	1	1	2	50	92%	6%
15. My planning time is respected by my school administrations/supervisors.	19	17	7	0	7	50	72%	14%
16. In my school, administrators/supervisors support me in enforcing discipline.	29	19	2	0	0	50	96%	0%
17. In my school, student misbehavior interferes with learning.	11	20	2	5	12	50	62%	34%
18. Too much instructional time is spent administering assessments.	7	17	7	3	16	50	48%	38%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	27	5	3	9	49	65%	24%
20. Increased workload has contributed to a decline in my morale.	6	17	4	4	18	49	47%	45%
21. I am paid fairly	1	18	0	11	20	50	38%	62%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	27	10	3	3	48	67%	13%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	30	4	2	10	47	66%	26%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	6	31	4	1	7	49	76%	16%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	34	4	1	2	48	85%	6%
26. In my position, I receive appropriate and adequate support and training.	9	33	0	2	5	49	86%	14%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	0	5	2	28	15	50	10%	86%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	0	2	36	12	50	0%	96%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	7	2	21	17	49	18%	78%