

VETERANS ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	8	36	6	3		53	83.0%	17.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	36	7	3		53	81.1%	18.9%
3. I personally feel successful in my work.	11	35	7			53	86.8%	13.2%
4. I feel involved in decision-making at my school/worksite.	7	26	12	7	1	53	63.5%	36.5%
5. I want to be involved in decision-making at my school/worksite.	13	32	4		4	53	91.8%	8.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	36	8	1	1	53	82.7%	17.3%
7. In my school/worksite, I am treated as a professional.	14	37	2			53	96.2%	3.8%
8. There is good teamwork among staff in my school/worksite.	13	29	11			53	79.2%	20.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	33	9	2	5	53	77.1%	22.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	26	6	10		53	69.8%	30.2%
11. My work performance is evaluated fairly.	10	33	10			53	81.1%	18.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	19	18	8	1	53	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	14	29	9	1		53	81.1%	18.9%
14. My administrators/supervisors respect the negotiated contracts.	18	33	2			53	96.2%	3.8%
15. My planning time is respected by my school administrations/supervisors.	9	25	11	2	6	53	72.3%	27.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	31	2	6	3	52	83.7%	16.3%
17. In my school, student misbehavior interferes with learning.	7	21	18	5	2	53	54.9%	45.1%
18. Too much instructional time is spent administering assessments.	15	21	11	2	4	53	73.5%	26.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	14	21	14	3	53	30.0%	70.0%
20. Increased workload has contributed to a decline in my morale.	14	20	16	3		53	64.2%	35.8%
21. I am paid fairly.		16	22	13	1	52	31.4%	68.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		9	21	22	1	53	17.3%	82.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	34	13	3	1	53	69.2%	30.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	36	1			53	98.1%	1.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	35	8	4	2	53	76.5%	23.5%
26. In my position, I receive appropriate and adequate support and training.	6	31	12	1	2	52	74.0%	26.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	20	28	3	52	2.0%	98.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	15	34	2	53	3.9%	96.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	2	23	25	2	53	5.9%	94.1%