

PHELPS LUCK ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.		13	24	15		52	25.0%	75.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	29	18	4		52	57.7%	42.3%
3. I personally feel successful in my work.	4	32	13	2		51	70.6%	29.4%
4. I feel involved in decision-making at my school/worksite.	1	28	13	9	1	52	56.9%	43.1%
5. I want to be involved in decision-making at my school/worksite.	13	36	1		1	51	98.0%	2.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	30	11	4	2	52	70.0%	30.0%
7. In my school/worksite, I am treated as a professional.	12	33	4	2		51	88.2%	11.8%
8. There is good teamwork among staff in my school/worksite.	15	29	8			52	84.6%	15.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	27	11	8	4	52	60.4%	39.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	3	19	20	10		52	42.3%	57.7%
11. My work performance is evaluated fairly.	11	35	4	2		52	88.5%	11.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	20	16	11	1	52	47.1%	52.9%
13. I am provided adequate work and storage space to prepare for and do my job.	6	34	11		1	52	78.4%	21.6%
14. My administrators/supervisors respect the negotiated contracts.	11	31	6	3	1	52	82.4%	17.6%
15. My planning time is respected by my school administrations/supervisors.	10	24	8	2	7	51	77.3%	22.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	15	18	13	1	52	39.2%	60.8%
17. In my school, student misbehavior interferes with learning.	35	10	4	3		52	86.5%	13.5%
18. Too much instructional time is spent administering assessments.	10	28	11	1	2	52	76.0%	24.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	26	14	9	2	52	54.0%	46.0%
20. Increased workload has contributed to a decline in my morale.	21	17	9	3	2	52	76.0%	24.0%
21. I am paid fairly.	1	20	23	7		51	41.2%	58.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	4	15	29	2	51	10.2%	89.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	29	13	3	1	50	67.3%	32.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	38	1		1	52	98.0%	2.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	31	12	4	1	52	68.6%	31.4%
26. In my position, I receive appropriate and adequate support and training.	4	36	8	2	1	51	80.0%	20.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	14	31	1	51	10.0%	90.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	3	15	31	1	51	8.0%	92.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	20	25	1	52	11.8%	88.2%