

POINTERS RUN ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	5	8	16	10		39	33.3%	66.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	14	15	7		39	43.6%	56.4%
3. I personally feel successful in my work.	7	25	5	2		39	82.1%	17.9%
4. I feel involved in decision-making at my school/worksite.	4	14	11	9	1	39	47.4%	52.6%
5. I want to be involved in decision-making at my school/worksite.	14	22	3			39	92.3%	7.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	18	8	7		39	61.5%	38.5%
7. In my school/worksite, I am treated as a professional.	8	21	6	4		39	74.4%	25.6%
8. There is good teamwork among staff in my school/worksite.	9	20	8	2		39	74.4%	25.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	20	6	3	3	39	75.0%	25.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	20	8	7		39	61.5%	38.5%
11. My work performance is evaluated fairly.	10	22	2	5		39	82.1%	17.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	11	11	11	1	38	40.5%	59.5%
13. I am provided adequate work and storage space to prepare for and do my job.	7	22	7	2	1	39	76.3%	23.7%
14. My administrators/supervisors respect the negotiated contracts.	14	21	1	2	1	39	92.1%	7.9%
15. My planning time is respected by my school administrations/supervisors.	12	13	4	1	8	38	83.3%	16.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	19	5	5	2	39	73.0%	27.0%
17. In my school, student misbehavior interferes with learning.	5	17	16	1		39	56.4%	43.6%
18. Too much instructional time is spent administering assessments.	18	10	4	1	4	37	84.8%	15.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	6	20	10	1	38	18.9%	81.1%
20. Increased workload has contributed to a decline in my morale.	14	17	6		1	38	83.8%	16.2%
21. I am paid fairly.	2	8	18	10		38	26.3%	73.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.			7	32		39	0.0%	100.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	27	3	3		39	84.6%	15.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	21	17			1	39	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	22	7	3	2	39	73.0%	27.0%
26. In my position, I receive appropriate and adequate support and training.	7	18	11	2		38	65.8%	34.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	2	10	23	1	38	10.8%	89.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	4	11	21	1	39	15.8%	84.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	7	16	12	1	39	26.3%	73.7%