

**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.	13	29	7			49	85.7%	14.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	32	4	1		50	90.0%	10.0%
3. I personally feel successful in my work.	14	28	5	2		49	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	9	26	12	1	2	50	72.9%	27.1%
5. I want to be involved in decision-making at my school/worksite.	12	34	2	1	1	50	93.9%	6.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	25	7	1		50	84.0%	16.0%
7. In my school/worksite, I am treated as a professional.	24	25	1			50	98.0%	2.0%
8. There is good teamwork among staff in my school/worksite.	16	30	4			50	92.0%	8.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	26	6	2	9	50	80.5%	19.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	21	13	5		50	64.0%	36.0%
11. My work performance is evaluated fairly.	22	24	4			50	92.0%	8.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	23	13	7		50	60.0%	40.0%
13. I am provided adequate work and storage space to prepare for and do my job.	15	30	4	1		50	90.0%	10.0%
14. My administrators/supervisors respect the negotiated contracts.	26	21	3			50	94.0%	6.0%
15. My planning time is respected by my school administrations/supervisors.	18	23	2	1	6	50	93.2%	6.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	19	20	4	3	4	50	84.8%	15.2%
17. In my school, student misbehavior interferes with learning.	10	14	20	4	2	50	50.0%	50.0%
18. Too much instructional time is spent administering assessments.	11	15	17	2	5	50	57.8%	42.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	20	16	11		50	46.0%	54.0%
20. Increased workload has contributed to a decline in my morale.	9	16	20	5		50	50.0%	50.0%
21. I am paid fairly.	5	20	20	4	1	50	51.0%	49.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	21	26	1		1	49	97.9%	2.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	10	32	8			50	84.0%	16.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	15	32	2	1		50	94.0%	6.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	14	29	5		2	50	89.6%	10.4%
26. In my position, I receive appropriate and adequate support and training.	15	27	5	3		50	84.0%	16.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4		13	28	4	49	8.9%	91.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2		14	30	4	50	4.3%	95.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	3	19	22	3	50	12.8%	87.2%