

## POINTERS RUN ES

| Questions  | Agree | Strongly agree | Disagree | Strongly disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|-------|----------------|----------|-------------------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good  | 32    | 4              | 8        | 7                 |                | 51          | 70.6%   | 29.4%      |
| 2) There is an atmosphere of open communication and trust in my school/worksite.                   | 30    | 7              | 10       | 4                 |                | 51          | 72.5%   | 27.5%      |
| 3) I personally feel successful in my work.  | 30    | 11             | 8        | 1                 |                | 50          | 82.0%   | 18.0%      |
| 4) I feel involved in decision-making at my school/worksite.                                       | 16    | 7              | 16       | 7                 | 5              | 51          | 50.0%   | 50.0%      |
| 5) I want to be involved in decision-making at my school/worksite.                                 | 27    | 16             | 1        | 2                 | 5              | 51          | 93.5%   | 6.5%       |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 21    | 9              | 15       | 6                 |                | 51          | 58.8%   | 41.2%      |
| 7) In my school/worksite, I am treated as a professional.  | 25    | 15             | 7        | 4                 |                | 51          | 78.4%   | 21.6%      |
| 8) There is good teamwork among staff in my school/worksite.                                       | 33    | 11             | 5        | 2                 |                | 51          | 86.3%   | 13.7%      |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite.              | 23    | 8              | 7        | 4                 | 9              | 51          | 73.8%   | 26.2%      |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success.                     | 36    | 9              | 3        | 2                 |                | 50          | 90.0%   | 10.0%      |
| 11) My work performance is evaluated fairly.   | 29    | 17             | 3        |                   |                | 49          | 93.9%   | 6.1%       |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job.             | 20    | 5              | 16       | 8                 | 2              | 51          | 51.0%   | 49.0%      |
| 13) I am provided adequate work and storage space to prepare for and do my job.                    | 35    | 8              | 5        | 2                 | 1              | 51          | 86.0%   | 14.0%      |
| 14) My administrators/supervisors respect the negotiated contracts.                                | 25    | 20             | 5        |                   | 1              | 51          | 90.0%   | 10.0%      |
| 15) My planning time is respected by my school administrations/supervisors.                        | 22    | 14             | 3        |                   | 12             | 51          | 92.3%   | 7.7%       |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline.          | 24    | 7              | 10       | 4                 | 6              | 51          | 68.9%   | 31.1%      |
| 17) In my school, student misbehavior interferes with learning.                                    | 26    | 6              | 12       | 3                 | 4              | 51          | 68.1%   | 31.9%      |

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|   |    |    |    |    |    |    |       |       |
|---|----|----|----|----|----|----|-------|-------|
| 18) Too much instructional time is spent administering assessments.   | 21 | 7  | 9  |    | 14 | 51 | 75.7% | 24.3% |
| 19) HCPSS professional development experiences are meaningful and worthwhile.                               | 16 | 2  | 22 | 10 | 1  | 51 | 36.0% | 64.0% |
| 20) Increased workload has contributed to a decline in my morale.   | 20 | 15 | 14 |    | 2  | 51 | 71.4% | 28.6% |
| 21) I am paid fairly.   | 16 | 2  | 18 | 15 |    | 51 | 35.3% | 64.7% |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent.                              | 35 | 1  | 10 | 2  | 3  | 51 | 75.0% | 25.0% |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education.                  | 17 |    | 22 | 6  | 3  | 48 | 37.8% | 62.2% |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).        | 27 | 17 | 2  | 1  | 3  | 50 | 93.6% | 6.4%  |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.      | 25 | 4  | 14 |    | 6  | 49 | 67.4% | 32.6% |
| 26) In my position, I receive appropriate and adequate support and training.                                | 28 | 7  | 12 | 4  |    | 51 | 68.6% | 31.4% |
| 27) During this current school year, I have experienced harassing behavior from colleagues.                 | 3  |    | 20 | 27 |    | 50 | 6.0%  | 94.0% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 4  |    | 18 | 27 | 1  | 50 | 8.2%  | 91.8% |
| 29) During this current school year, I have experienced harassing behavior from parents.                    | 9  |    | 28 | 14 |    | 51 | 17.6% | 82.4% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments.                    | 8  |    | 27 | 5  | 11 | 51 | 20.0% | 80.0% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration.            | 28 | 2  | 4  | 3  | 13 | 50 | 81.1% | 18.9% |
| 32) In my school/worksite, I spend too much time in meetings.   | 20 | 4  | 18 | 3  | 6  | 51 | 53.3% | 46.7% |
| 33) In my school, there is adequate support for special education students.                                 | 7  | 1  | 14 | 27 | 2  | 51 | 16.3% | 83.7% |