

## Worksite

## Pointers Run ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	15	37	0	3	3	58	90%	10%
2. There is an atmosphere of open communication and trust in my school/worksite.	14	38	0	3	3	58	90%	10%
3. I personally feel successful in my work.	28	27	0	1	2	58	95%	5%
4. I feel involved in decision-making at my school/worksite.	15	29	0	6	8	58	76%	24%
5. I want to be involved in decision-making at my school/worksite.	19	34	2	0	2	57	93%	4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	36	0	2	3	58	91%	9%
7. In my school/worksite, I am treated as a professional.	24	31	0	2	1	58	95%	5%
8. There is good teamwork among staff in my school/worksite.	18	30	0	3	7	58	83%	17%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	31	3	2	8	58	78%	17%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	24	28	1	1	4	58	90%	9%
11. My work performance is evaluated fairly.	22	31	1	0	3	57	93%	5%
12. I am provided adequate time during the workday to plan, prepare for and do my job	14	26	2	8	8	58	69%	28%
13. I am provided adequate work and storage space to prepare for and do my job.	21	32	3	0	2	58	91%	3%
14. My administrators/supervisors respect the negotiated contracts.	23	31	2	0	1	57	95%	2%
15. My planning time is respected by my school administrations/supervisors.	24	24	6	0	4	58	83%	7%
16. In my school, administrators/supervisors support me in enforcing discipline.	23	31	1	0	3	58	93%	5%
17. In my school, student misbehavior interferes with learning.	3	12	4	14	25	58	26%	67%
18. Too much instructional time is spent administering assessments.	7	19	16	4	12	58	45%	28%
19. HCPSS professional development experiences are meaningful and worthwhile.	8	24	2	8	16	58	55%	41%
20. Increased workload has contributed to a decline in my morale.	9	17	2	9	20	57	46%	51%
21. I am paid fairly	4	22	0	13	19	58	45%	55%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	43	3	0	5	57	86%	9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	37	2	3	10	57	74%	23%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	14	35	2	2	4	57	86%	11%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	37	3	0	7	58	83%	12%
26. In my position, I receive appropriate and adequate support and training.	14	41	0	0	3	58	95%	5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	0	2	4	33	18	57	4%	89%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	1	4	38	14	57	2%	91%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	10	4	25	15	57	23%	70%