

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.	3	37	12	2		54	74.1%	25.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	37	6	1		53	86.8%	13.2%
3. I personally feel successful in my work.	9	34	9	2		54	79.6%	20.4%
4. I feel involved in decision-making at my school/worksite.	5	33	9	4	3	54	74.5%	25.5%
5. I want to be involved in decision-making at my school/worksite.	14	34	3		3	54	94.1%	5.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	29	5	2		53	86.8%	13.2%
7. In my school/worksite, I am treated as a professional.	25	26	2	1		54	94.4%	5.6%
8. There is good teamwork among staff in my school/worksite.	20	31	2	1		54	94.4%	5.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	24	9	4	6	53	72.3%	27.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	29	15	6		54	61.1%	38.9%
11. My work performance is evaluated fairly.	17	33	2	1	1	54	94.3%	5.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	25	16	6		54	59.3%	40.7%
13. I am provided adequate work and storage space to prepare for and do my job.	13	31	6	4		54	81.5%	18.5%
14. My administrators/supervisors respect the negotiated contracts.	22	29	2	1		54	94.4%	5.6%
15. My planning time is respected by my school administrations/supervisors.	15	23	8	2	6	54	79.2%	20.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	23	10	5	2	54	71.2%	28.8%
17. In my school, student misbehavior interferes with learning.	36	14	3	1		54	92.6%	7.4%
18. Too much instructional time is spent administering assessments.	6	23	12	4	9	54	64.4%	35.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	28	17	3	2	52	60.0%	40.0%
20. Increased workload has contributed to a decline in my morale.	11	19	21	3		54	55.6%	44.4%
21. I am paid fairly.	1	25	22	6		54	48.1%	51.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	20	28	4	1	1	54	90.6%	9.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	31	9	1	3	52	79.6%	20.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	13	35	2		2	52	96.0%	4.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	33	8	2	3	54	80.4%	19.6%
26. In my position, I receive appropriate and adequate support and training.	5	41	5	2		53	86.8%	13.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	15	37	1	54	1.9%	98.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2		13	38	1	54	3.8%	96.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	7	15	26	3	54	19.6%	80.4%