

## 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.  | 3              | 19    | 14       | 9                 |                | 45          | 48.9%   | 51.1%      |
| 2. There is an atmosphere of open communication and trust in my school/worksite.                       | 3              | 25    | 12       | 5                 |                | 45          | 62.2%   | 37.8%      |
| 3. I personally feel successful in my work.  | 9              | 23    | 10       | 3                 |                | 45          | 71.1%   | 28.9%      |
| 4. I feel involved in decision-making at my school/worksite.   | 5              | 20    | 13       | 7                 |                | 45          | 55.6%   | 44.4%      |
| 5. I want to be involved in decision-making at my school/worksite.                                     | 15             | 27    | 1        |                   |                | 43          | 97.7%   | 2.3%       |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions.     | 8              | 25    | 7        | 5                 |                | 45          | 73.3%   | 26.7%      |
| 7. In my school/worksite, I am treated as a professional.  | 12             | 25    | 4        | 4                 |                | 45          | 82.2%   | 17.8%      |
| 8. There is good teamwork among staff in my school/worksite.   | 12             | 27    | 4        | 2                 |                | 45          | 86.7%   | 13.3%      |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite.                  | 8              | 27    | 5        | 2                 | 3              | 45          | 83.3%   | 16.7%      |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success.                         | 11             | 28    | 4        | 2                 |                | 45          | 86.7%   | 13.3%      |
| 11. My work performance is evaluated fairly.   | 11             | 28    | 5        | 1                 |                | 45          | 86.7%   | 13.3%      |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job.                 | 3              | 10    | 18       | 13                | 1              | 45          | 29.5%   | 70.5%      |
| 13. I am provided adequate work and storage space to prepare for and do my job.                        | 6              | 30    | 6        | 3                 |                | 45          | 80.0%   | 20.0%      |
| 14. My administrators/supervisors respect the negotiated contracts.                                    | 13             | 30    | 2        |                   |                | 45          | 95.6%   | 4.4%       |
| 15. My planning time is respected by my school administrations/supervisors.                            | 7              | 23    | 8        | 1                 | 6              | 45          | 76.9%   | 23.1%      |
| 16. In my school, administrators/supervisors support me in enforcing discipline.                       | 12             | 32    | 1        |                   |                | 45          | 97.8%   | 2.2%       |
| 17. In my school, student misbehavior interferes with learning.  | 6              | 16    | 12       | 6                 | 4              | 44          | 55.0%   | 45.0%      |
| 18. Too much instructional time is spent administering assessments.                                    | 9              | 21    | 7        | 2                 | 6              | 45          | 76.9%   | 23.1%      |
| 19. HCPSS professional development experiences are meaningful and worthwhile.                          | 2              | 14    | 10       | 19                |                | 45          | 35.6%   | 64.4%      |
| 20. Increased workload has contributed to a decline in my morale.                                      | 21             | 17    | 5        |                   | 2              | 45          | 88.4%   | 11.6%      |
| 21. I am paid fairly.  | 4              | 16    | 17       | 6                 |                | 43          | 46.5%   | 53.5%      |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent.                         | 15             | 28    | 2        |                   |                | 45          | 95.6%   | 4.4%       |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education.             | 11             | 29    | 5        |                   |                | 45          | 88.9%   | 11.1%      |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).          | 22             | 23    |          |                   |                | 45          | 100.0%  | 0.0%       |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 7              | 29    | 6        | 1                 | 2              | 45          | 83.7%   | 16.3%      |
| 26. In my position, I receive appropriate and adequate support and training.                           | 8              | 25    | 7        | 4                 |                | 44          | 75.0%   | 25.0%      |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues.                      |                | 2     | 11       | 30                | 2              | 45          | 4.7%    | 95.3%      |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.      | 1              | 1     | 9        | 32                | 2              | 45          | 4.7%    | 95.3%      |
| 29. In the last 12 months, I have experienced harassing behavior from parents.                         | 4              | 7     | 14       | 20                |                | 45          | 24.4%   | 75.6%      |