

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.	1	10	20	25		56	19.6%	80.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	12	20	21		55	25.5%	74.5%
3. I personally feel successful in my work.	7	30	11	8		56	66.1%	33.9%
4. I feel involved in decision-making at my school/worksite.	1	14	17	22	2	56	27.8%	72.2%
5. I want to be involved in decision-making at my school/worksite.	21	28	7			56	87.5%	12.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	17	17	16	1	56	40.0%	60.0%
7. In my school/worksite, I am treated as a professional.	4	26	9	17		56	53.6%	46.4%
8. There is good teamwork among staff in my school/worksite.	10	26	15	4		55	65.5%	34.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	28	9	3	5	55	76.0%	24.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	17	27	7	5		56	78.6%	21.4%
11. My work performance is evaluated fairly.	9	31	11	4		55	72.7%	27.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	23	13	15	1	56	49.1%	50.9%
13. I am provided adequate work and storage space to prepare for and do my job.	14	31	8	3		56	80.4%	19.6%
14. My administrators/supervisors respect the negotiated contracts.	11	37	8			56	85.7%	14.3%
15. My planning time is respected by my school administrations/supervisors.	9	24	9	3	10	55	73.3%	26.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	29	9	6	4	56	71.2%	28.8%
17. In my school, student misbehavior interferes with learning.	10	27	12	6		55	67.3%	32.7%
18. Too much instructional time is spent administering assessments.	13	14	18		11	56	60.0%	40.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	14	20	17	1	56	32.7%	67.3%
20. Increased workload has contributed to a decline in my morale.	24	16	8	5	2	55	75.5%	24.5%
21. I am paid fairly.	3	18	19	16		56	37.5%	62.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	18	29	8		1	56	85.5%	14.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	38	5	1	2	55	88.7%	11.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	20	33	2			55	96.4%	3.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	27	18	3	1	56	61.8%	38.2%
26. In my position, I receive appropriate and adequate support and training.	7	24	18	5		54	57.4%	42.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	6	20	22	3	55	19.2%	80.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	9	22	18	4	56	23.1%	76.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	9	12	24	7	2	54	40.4%	59.6%
30. At my school I spend most of my PIP time on non-instructional activities.	2	11	19	5	16	53	35.1%	64.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	20	10	4	19	54	60.0%	40.0%