

OAKLAND MILLS HS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	1	7	27	35		70	11.4%	88.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	8	32	29		70	12.9%	87.1%
3. I personally feel successful in my work.	6	43	18	2	1	70	71.0%	29.0%
4. I feel involved in decision-making at my school/worksite.	1	18	24	24	3	70	28.4%	71.6%
5. I want to be involved in decision-making at my school/worksite.	11	44	7	3	5	70	84.6%	15.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.		11	32	24	3	70	16.4%	83.6%
7. In my school/worksite, I am treated as a professional.	3	26	24	14	1	68	43.3%	56.7%
8. There is good teamwork among staff in my school/worksite.	9	44	12	4	1	70	76.8%	23.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	41	14	3	8	69	72.1%	27.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	39	19	4	1	70	66.7%	33.3%
11. My work performance is evaluated fairly.	4	38	16	10	2	70	61.8%	38.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	23	22	21	2	69	35.8%	64.2%
13. I am provided adequate work and storage space to prepare for and do my job.	7	50	9	2	1	69	83.8%	16.2%
14. My administrators/supervisors respect the negotiated contracts.	3	48	12	4		67	76.1%	23.9%
15. My planning time is respected by my school administrations/supervisors.	3	19	24	15	9	70	36.1%	63.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	11	24	24	10	70	20.0%	80.0%
17. In my school, student misbehavior interferes with learning.	41	19	2	3	5	70	92.3%	7.7%
18. Too much instructional time is spent administering assessments.	18	23	17	2	9	69	68.3%	31.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	22	21	21	4	69	35.4%	64.6%
20. Increased workload has contributed to a decline in my morale.	26	22	16	1	4	69	73.8%	26.2%
21. I am paid fairly.	2	33	25	9		69	50.7%	49.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		5	26	35	3	69	7.6%	92.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	40	16	4	4	70	69.7%	30.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	20	47			1	68	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	40	15	9	4	70	63.6%	36.4%
26. In my position, I receive appropriate and adequate support and training.	2	44	19	1	4	70	69.7%	30.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	35	26	5	70	6.2%	93.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	4	42	16	5	69	9.4%	90.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	11	35	18	3	70	20.9%	79.1%