

OAKLAND MILLS MS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	2	21	4	1		28	82.1%	17.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	19	5			28	82.1%	17.9%
3. I personally feel successful in my work.	7	18	3			28	89.3%	10.7%
4. I feel involved in decision-making at my school/worksite.	3	14	9	1	1	28	63.0%	37.0%
5. I want to be involved in decision-making at my school/worksite.	9	15	3		1	28	88.9%	11.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	18	4		1	28	85.2%	14.8%
7. In my school/worksite, I am treated as a professional.	11	14	1	1	1	28	92.6%	7.4%
8. There is good teamwork among staff in my school/worksite.	8	16	4			28	85.7%	14.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	19	4			28	85.7%	14.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	13	6	1		28	75.0%	25.0%
11. My work performance is evaluated fairly.	10	15	2	1		28	89.3%	10.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	11	7	5	1	27	53.8%	46.2%
13. I am provided adequate work and storage space to prepare for and do my job.	7	16	4	1		28	82.1%	17.9%
14. My administrators/supervisors respect the negotiated contracts.	16	11	1			28	96.4%	3.6%
15. My planning time is respected by my school administrations/supervisors.	10	11	2		5	28	91.3%	8.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	16	2	4	3	28	76.0%	24.0%
17. In my school, student misbehavior interferes with learning.	12	10	4	1	1	28	81.5%	18.5%
18. Too much instructional time is spent administering assessments.	8	10	4	2	3	27	75.0%	25.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	14	7	3	2	28	61.5%	38.5%
20. Increased workload has contributed to a decline in my morale.	6	8	9	4	1	28	51.9%	48.1%
21. I am paid fairly.	3	12	11	2		28	53.6%	46.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		1	11	13	2	27	4.0%	96.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	15	7	1	1	27	69.2%	30.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	4	20	3		1	28	88.9%	11.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	17	8		2	28	69.2%	30.8%
26. In my position, I receive appropriate and adequate support and training.	4	18	5		1	28	81.5%	18.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	8	19		28	3.6%	96.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		8	18	1	28	3.7%	96.3%
29. In the last 12 months, I have experienced harassing behavior from parents.		3	15	10		28	10.7%	89.3%