

## 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.		7	22	47	1	77	9.2%	90.8%
2. There is an atmosphere of open communication and trust in my school/worksite.		12	23	42		77	15.6%	84.4%
3. I personally feel successful in my work.	17	45	9	5		76	81.6%	18.4%
4. I feel involved in decision-making at my school/worksite.	1	19	29	25	3	77	27.0%	73.0%
5. I want to be involved in decision-making at my school/worksite.	11	47	13	4	2	77	77.3%	22.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.		15	27	34	1	77	19.7%	80.3%
7. In my school/worksite, I am treated as a professional.	6	36	12	23		77	54.5%	45.5%
8. There is good teamwork among staff in my school/worksite.	11	33	19	14		77	57.1%	42.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	47	11	4	8	77	78.3%	21.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	26	31	16		77	39.0%	61.0%
11. My work performance is evaluated fairly.	11	48	14	3		76	77.6%	22.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	27	20	20	3	77	45.9%	54.1%
13. I am provided adequate work and storage space to prepare for and do my job.	10	55	7	2	3	77	87.8%	12.2%
14. My administrators/supervisors respect the negotiated contracts.	5	49	14	6	2	76	73.0%	27.0%
15. My planning time is respected by my school administrations/supervisors.	7	31	18	5	16	77	62.3%	37.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	11	19	39	7	77	17.1%	82.9%
17. In my school, student misbehavior interferes with learning.	42	26	4	2	3	77	91.9%	8.1%
18. Too much instructional time is spent administering assessments.	18	32	17	1	9	77	73.5%	26.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	7	25	24	18	3	77	43.2%	56.8%
20. Increased workload has contributed to a decline in my morale.	17	30	21	3	5	76	66.2%	33.8%
21. I am paid fairly.	5	27	23	22		77	41.6%	58.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	23	44	6	3	1	77	88.2%	11.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	10	51	13	1	2	77	81.3%	18.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	24	48	3		1	76	96.0%	4.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	42	16	7	2	76	68.9%	31.1%
26. In my position, I receive appropriate and adequate support and training.	8	46	19	4		77	70.1%	29.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	5	32	35	2	77	10.7%	89.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	5	37	28	2	76	12.2%	87.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	9	35	26	2	76	17.6%	82.4%