

**MOUNT VIEW MS**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
1. Overall, morale at my school/worksite is good.	13	25	6	2		46	82.6%	17.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	21	7	4	1	45	75.0%	25.0%
3. I personally feel successful in my work.	14	21	7	4		46	76.1%	23.9%
4. I feel involved in decision-making at my school/worksite.	12	17	7	8	2	46	65.9%	34.1%
5. I want to be involved in decision-making at my school/worksite.	17	18	8		3	46	81.4%	18.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	16	8	5	2	46	70.5%	29.5%
7. In my school/worksite, I am treated as a professional.	16	22	7	1		46	82.6%	17.4%
8. There is good teamwork among staff in my school/worksite.	15	21	7	3		46	78.3%	21.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	20	10		5	46	75.6%	24.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	19	7	5		46	73.9%	26.1%
11. My work performance is evaluated fairly.	14	21	10		1	46	77.8%	22.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	14	6	13	3	46	55.8%	44.2%
13. I am provided adequate work and storage space to prepare for and do my job.	21	17	4	3	1	46	84.4%	15.6%
14. My administrators/supervisors respect the negotiated contracts.	28	17	1			46	97.8%	2.2%
15. My planning time is respected by my school administrations/supervisors.	17	19	3		7	46	92.3%	7.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	21	8	4	3	45	71.4%	28.6%
17. In my school, student misbehavior interferes with learning.	4	13	17	9	3	46	39.5%	60.5%
18. Too much instructional time is spent administering assessments.	17	19	3	2	5	46	87.8%	12.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	14	9	17	3	45	38.1%	61.9%
20. Increased workload has contributed to a decline in my morale.	7	25	8	4	2	46	72.7%	27.3%
21. I am paid fairly.	4	17	13	11	1	46	46.7%	53.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		2	7	33	3	45	4.8%	95.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	7	25	12		2	46	72.7%	27.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	18	27	1			46	97.8%	2.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	16	12	1	5	46	68.3%	31.7%
26. In my position, I receive appropriate and adequate support and training.	13	21	5	5	1	45	77.3%	22.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	3	18	19	3	45	11.9%	88.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		4	16	23	3	46	9.3%	90.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	13	15	6	10	2	46	63.6%	36.4%