

Worksite

Oakland Mills HS

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	31	0	5	18	61	62%	38%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	36	0	4	14	62	71%	29%
3. I personally feel successful in my work.	18	30	0	3	10	61	79%	21%
4. I feel involved in decision-making at my school/worksite.	7	27	1	6	21	62	55%	44%
5. I want to be involved in decision-making at my school/worksite.	13	43	0	2	3	61	92%	8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	28	0	7	12	62	69%	31%
7. In my school/worksite, I am treated as a professional.	17	34	0	4	7	62	82%	18%
8. There is good teamwork among staff in my school/worksite.	14	35	0	4	8	61	80%	20%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	28	6	7	9	59	63%	27%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	7	29	0	14	11	61	59%	41%
11. My work performance is evaluated fairly.	14	42	0	1	5	62	90%	10%
12. I am provided adequate time during the workday to plan, prepare for and do my job	3	25	2	13	19	62	45%	52%
13. I am provided adequate work and storage space to prepare for and do my job.	11	37	0	6	8	62	77%	23%
14. My administrators/supervisors respect the negotiated contracts.	16	37	2	2	5	62	85%	11%
15. My planning time is respected by my school administrations/supervisors.	11	36	12	0	3	62	76%	5%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	33	6	5	11	62	65%	26%
17. In my school, student misbehavior interferes with learning.	20	31	4	4	2	61	84%	10%
18. Too much instructional time is spent administering assessments.	21	16	7	6	11	61	61%	28%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	13	7	18	22	62	24%	65%
20. Increased workload has contributed to a decline in my morale.	15	15	2	6	23	61	49%	48%
21. I am paid fairly	2	23	0	19	18	62	40%	60%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	22	4	4	27	59	41%	53%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	21	4	6	29	61	36%	57%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	9	36	3	5	9	62	73%	23%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	25	8	7	17	61	48%	39%
26. In my position, I receive appropriate and adequate support and training.	7	34	0	4	17	62	66%	34%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	4	3	32	19	62	13%	82%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	6	2	28	25	62	11%	85%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	11	3	14	29	62	26%	69%