

ARL Trends	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	85.7%	76.2%	80.0%	88.0%	94.4%
There is an atmosphere of open communication and trust in my school/worksite.	82.1%	80.0%	80.0%	80.0%	88.9%
I personally feel successful in my work.	96.3%	100.0%	86.7%	88.0%	94.4%
I feel involved in decision-making at my school/worksite.	60.7%	81.0%	60.0%	76.0%	77.8%
I want to be involved in decision-making at my school/worksite.	85.2%	75.0%	100.0%	92.0%	94.4%
In my school/worksite, I can speak openly about important issues without fear of repercussions	75.0%	76.2%	73.3%	72.0%	77.8%
In my school/worksite, I am treated as a professional	85.7%	85.7%	93.3%	88.0%	94.4%
There is good teamwork among staff in my school/worksite.	74.1%	100.0%	86.7%	80.0%	94.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	83.3%	85.0%	92.3%	75.0%	93.3%
My working environment (i.e. safety, cleanliness) is conducive to success	74.1%	75.0%	73.3%	86.0%	81.3%
My work performance is evaluated fairly.	89.3%	85.0%	93.3%	80.0%	100.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	92.3%	90.5%	86.7%	84.0%	100.0%
I am provided adequate work and storage space to prepare for and do my job.	96.4%	85.7%	93.3%	87.5%	100.0%
My administrators/supervisors respect the negotiated contracts	96.3%	95.2%	93.3%	95.8%	100.0%
My planning time is respected by my school administrators/supervisors	90.0%	100.0%	100.0%	95.0%	100.0%
In my school, administrators/supervisors support me in enforcing discipline	93.8%	87.5%	100.0%	90.0%	100.0%
In my school, student misbehavior interferes with learning.	16.7%	12.5%	50.0%	47.6%	23.1%
Too much instructional time is spent administering assessments.	41.2%	29.4%	50.0%	35.0%	45.5%
HCPSS professional development experiences are meaningful and worthwhile	57.7%	45.0%	40.0%	41.7%	53.3%
Increased workload has contributed to a decline in my morale.	50.0%	42.1%	33.3%	40.9%	7.1%
I am paid fairly.	59.3%	52.4%	60.0%	72.0%	44.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	72.0%	35.0%	53.8%	68.2%	76.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	60.0%	23.8%	33.3%	65.2%	70.6%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	76.0%	80.0%	73.3%	88.0%	94.4%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	69.2%	71.4%	71.4%	66.7%	61.1%
In my position, I receive appropriate and adequate support and training	80.0%	76.2%	80.0%	83.3%	83.3%
In the last 12 months, I have experienced harassing behavior from colleagues	20.0%	9.5%	0.0%	12.5%	0.0%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	8.0%	0.0%	0.0%	8.7%	0.0%
In the last 12 months, I have experienced harassing behavior from parents	14.3%	20.0%	25.0%	26.1%	12.5%
At my school I spend most of my PIP time on non-instructional activities.					9.1%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					100.0%
Participants	28	21	15	25	18 out of 167
Principal				Karl Schindler	Karl Schindler