

| <b>Atholton High School</b>   | <b>14-15</b>         | <b>15-16</b>   | <b>16-17</b>   | <b>17-18</b>   | <b>18-19</b>  |
|---|----------------------|----------------|----------------|----------------|---------------|
| Overall, morale at my school/worksite is good.  | 48.7%                | 60.9%          | 30.3%          | 38.6%          | 90.8%         |
| There is an atmosphere of open communication and trust in my school/worksite.                     | 46.1%                | 56.9%          | 25.8%          | 33.3%          | 80.3%         |
| I personally feel successful in my work.  | 85.5%                | 86.2%          | 84.8%          | 89.5%          | 88.2%         |
| I feel involved in decision-making at my school/worksite.   | 41.9%                | 38.1%          | 23.1%          | 29.8%          | 65.8%         |
| I want to be involved in decision-making at my school/worksite.                                   | 92.0%                | 85.7%          | 88.7%          | 83.9%          | 86.8%         |
| In my school/worksite, I can speak openly about important issues without fear of repercussions    | 61.3%                | 59.7%          | 40.9%          | 46.3%          | 77.0%         |
| In my school/worksite, I am treated as a professional   | 69.7%                | 72.3%          | 64.6%          | 65.5%          | 89.3%         |
| There is good teamwork among staff in my school/worksite.   | 67.1%                | 68.8%          | 65.1%          | 69.1%          | 78.9%         |
| Non-instructional duties are assigned on an equitable basis in my school/worksite                 | 74.3%                | 82.0%          | 71.0%          | 72.7%          | 86.1%         |
| My working environment (i.e. safety, cleanliness) is conducive to success                         | 76.3%                | 81.0%          | 71.2%          | 85.5%          | 90.8%         |
| My work performance is evaluated fairly.  | 75.3%                | 58.7%          | 67.7%          | 60.7%          | 80.6%         |
| I am provided adequate time during the workday to plan, prepare for and do my job.                | 50.0%                | 42.2%          | 42.4%          | 55.6%          | 54.7%         |
| I am provided adequate work and storage space to prepare for and do my job.                       | 81.6%                | 87.7%          | 90.9%          | 93.0%          | 89.5%         |
| My administrators/supervisors respect the negotiated contracts                                    | 82.4%                | 84.4%          | 73.8%          | 83.6%          | 97.3%         |
| My planning time is respected by my school administrators/supervisors                             | 76.7%                | 70.2%          | 72.1%          | 84.0%          | 93.0%         |
| In my school, administrators/supervisors support me in enforcing discipline                       | 63.2%                | 63.8%          | 46.8%          | 41.2%          | 88.4%         |
| In my school, student misbehavior interferes with learning.                                       | 51.4%                | 29.8%          | 65.6%          | 58.9%          | 36.1%         |
| Too much instructional time is spent administering assessments.                                   | 77.9%                | 87.1%          | 80.6%          | 80.4%          | 75.7%         |
| HCPSS professional development experiences are meaningful and worthwhile                          | 37.7%                | 32.3%          | 21.5%          | 25.0%          | 52.8%         |
| Increased workload has contributed to a decline in my morale.                                     | 73.7%                | 76.2%          | 73.4%          | 68.5%          | 65.8%         |
| I am paid fairly.   | 41.9%                | 32.3%          | 38.5%          | 57.9%          | 59.2%         |
| I have confidence in the leadership exhibited by the HCPSS Superintendent.                        | 28.2%                | 3.3%           | 3.2%           | 92.7%          | 94.6%         |
| I have confidence in the leadership exhibited by the Howard County Board of Education.            | 27.8%                | 8.5%           | 72.3%          | 77.8%          | 91.5%         |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).        | 83.8%                | 90.5%          | 100.0%         | 87.0%          | 100.0%        |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 65.7%                | 56.9%          | 57.4%          | 61.1%          | 76.4%         |
| In my position, I receive appropriate and adequate support and training                           | 59.2%                | 62.5%          | 57.8%          | 67.9%          | 77.6%         |
| In the last 12 months, I have experienced harassing behavior from colleagues                      | 21.4%                | 21.7%          | 21.5%          | 13.2%          | 9.6%          |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors.     | 10.1%                | 21.0%          | 16.9%          | 17.0%          | 9.7%          |
| In the last 12 months, I have experienced harassing behavior from parents                         | 37.8%                | 42.9%          | 39.1%          | 44.4%          | 42.1%         |
| At my school I spend most of my PIP time on non-instructional activities.                         |                      |                |                |                | 18.8%         |
| At my school our administrator includes time during PIP for teacher-initiated collaboration.      |                      |                |                |                | 66.1%         |
| Participants  | 76                   | 65             | 66             | 57             | 76 out of 141 |
| Principal   | Jennifer M. Clements | JoAnn Hutchens | JoAnn Hutchens | JoAnn Hutchens | Robert Motley |