

Hammand High School	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	95.4%	91.1%	98.3%	96.8%	80.4%
There is an atmosphere of open communication and trust in my school/worksite.	92.0%	89.9%	96.5%	93.4%	93.3%
I personally feel successful in my work.	83.0%	83.1%	93.1%	87.1%	84.4%
I feel involved in decision-making at my school/worksite.	66.7%	72.7%	82.5%	72.9%	68.2%
I want to be involved in decision-making at my school/worksite.	90.7%	93.4%	93.0%	96.6%	93.3%
In my school/worksite, I can speak openly about important issues without fear of repercussions	92.0%	84.4%	87.9%	87.1%	84.8%
In my school/worksite, I am treated as a professional	92.0%	86.1%	96.6%	96.8%	97.8%
There is good teamwork among staff in my school/worksite.	93.2%	92.4%	96.6%	93.5%	88.9%
Non-instructional duties are assigned on an equitable basis in my school/worksite	82.6%	78.9%	77.2%	72.4%	78.6%
My working environment (i.e. safety, cleanliness) is conducive to success	72.7%	79.7%	82.5%	64.5%	69.6%
My work performance is evaluated fairly.	87.5%	88.5%	75.4%	86.7%	84.1%
I am provided adequate time during the workday to plan, prepare for and do my job.	37.9%	44.7%	45.5%	56.7%	51.2%
I am provided adequate work and storage space to prepare for and do my job.	77.3%	75.3%	78.9%	83.6%	69.8%
My administrators/supervisors respect the negotiated contracts	97.7%	100.0%	96.6%	98.4%	100.0%
My planning time is respected by my school administrators/supervisors	82.1%	81.8%	84.0%	81.1%	92.1%
In my school, administrators/supervisors support me in enforcing discipline	81.7%	80.8%	79.6%	69.1%	69.0%
In my school, student misbehavior interferes with learning.	80.2%	82.9%	89.5%	79.7%	79.5%
Too much instructional time is spent administering assessments.	79.5%	78.3%	90.2%	86.8%	85.0%
HCPSS professional development experiences are meaningful and worthwhile	38.8%	39.5%	29.6%	36.8%	44.4%
Increased workload has contributed to a decline in my morale.	57.1%	67.6%	66.1%	57.4%	59.1%
I am paid fairly.	48.3%	35.4%	58.6%	53.2%	53.3%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	53.0%	23.4%	12.3%	96.7%	91.3%
I have confidence in the leadership exhibited by the Howard County Board of Education.	42.0%	26.3%	78.9%	83.6%	89.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.2%	90.7%	98.2%	95.1%	91.3%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	69.4%	65.4%	75.4%	71.7%	63.6%
In my position, I receive appropriate and adequate support and training	75.0%	75.3%	75.4%	75.4%	71.1%
In the last 12 months, I have experienced harassing behavior from colleagues	6.1%	8.5%	5.6%	3.6%	9.8%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.3%	2.8%	5.5%	1.9%	2.4%
In the last 12 months, I have experienced harassing behavior from parents	30.5%	26.0%	30.9%	39.0%	31.1%
At my school I spend most of my PIP time on non-instructional activities.					58.3%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					75.0%
Participants	88	79	58	62	47 out of 157
Principal	Marcy Leonard	Marcy Leonard	Marcy Leonard	John DiPaula	John DiPaula