

Hammond Middle School	14-15	15-16	16-17	17-18	
Overall, morale at my school/worksite is good.	67.6%	73.0%	30.6%	72.4%	69.0%
There is an atmosphere of open communication and trust in my school/worksite.	52.9%	54.1%	27.8%	72.4%	52.4%
I personally feel successful in my work.	72.7%	81.1%	83.3%	82.8%	92.7%
I feel involved in decision-making at my school/worksite.	50.0%	52.8%	48.5%	88.9%	52.5%
I want to be involved in decision-making at my school/worksite.	84.8%	91.7%	83.3%	88.5%	85.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	63.6%	50.0%	38.9%	89.7%	72.5%
In my school/worksite, I am treated as a professional	76.5%	64.9%	72.7%	93.1%	83.3%
There is good teamwork among staff in my school/worksite.	76.5%	86.1%	77.1%	85.7%	78.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	69.7%	76.5%	74.2%	82.1%	56.4%
My working environment (i.e. safety, cleanliness) is conducive to success	85.3%	83.3%	83.3%	79.3%	83.3%
My work performance is evaluated fairly.	61.8%	51.4%	58.8%	79.3%	78.6%
I am provided adequate time during the workday to plan, prepare for and do my job.	27.3%	24.3%	47.1%	53.6%	30.0%
I am provided adequate work and storage space to prepare for and do my job.	82.4%	83.8%	77.8%	89.7%	82.5%
My administrators/supervisors respect the negotiated contracts	93.9%	83.8%	80.0%	86.2%	82.9%
My planning time is respected by my school administrators/supervisors	66.7%	66.7%	67.7%	96.2%	63.2%
In my school, administrators/supervisors support me in enforcing discipline	72.7%	65.7%	38.2%	82.1%	52.5%
In my school, student misbehavior interferes with learning.	78.8%	54.1%	88.6%	75.9%	78.0%
Too much instructional time is spent administering assessments.	78.1%	77.1%	80.0%	67.9%	71.8%
HCPSS professional development experiences are meaningful and worthwhile	59.4%	50.0%	40.0%	46.4%	56.4%
Increased workload has contributed to a decline in my morale.	88.2%	77.8%	85.3%	70.4%	82.5%
I am paid fairly.	35.3%	38.9%	57.6%	58.6%	38.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	55.9%	33.3%	0.0%	69.2%	71.1%
I have confidence in the leadership exhibited by the Howard County Board of Education.	53.1%	30.6%	56.3%	65.5%	66.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	87.9%	77.8%	75.0%	82.1%	85.4%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	66.7%	66.7%	60.6%	78.6%	70.3%
In my position, I receive appropriate and adequate support and training	78.8%	70.3%	69.7%	75.9%	82.9%
In the last 12 months, I have experienced harassing behavior from colleagues	6.5%	13.9%	6.3%	10.7%	25.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6.5%	19.4%	21.2%	6.9%	10.5%
In the last 12 months, I have experienced harassing behavior from parents	28.1%	54.3%	54.5%	65.5%	50.0%
At my school I spend most of my PIP time on non-instructional activities.					55.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					79.5%
Participants	34	37	36	29	42 out of 60
Principal	Kerry Dufresne	Kerry Dufresne	Kerry Dufresne	Aaron Dale	Aaron Dale