

Howard High	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	37.5%	91.7%	53.9%	59.5%	65.9%
There is an atmosphere of open communication and trust in my school/worksite.	35.9%	87.1%	67.1%	64.6%	65.1%
I personally feel successful in my work.	84.6%	96.5%	85.5%	86.9%	86.7%
I feel involved in decision-making at my school/worksite.	33.3%	72.2%	56.0%	58.0%	60.0%
I want to be involved in decision-making at my school/worksite.	85.3%	88.8%	76.4%	82.7%	83.1%
In my school/worksite, I can speak openly about important issues without fear of repercussions	25.7%	82.4%	79.9%	79.5%	80.5%
In my school/worksite, I am treated as a professional	67.3%	89.5%	85.3%	82.1%	86.4%
There is good teamwork among staff in my school/worksite.	86.4%	87.2%	85.5%	77.4%	74.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	72.9%	72.5%	72.6%	77.8%	81.8%
My working environment (i.e. safety, cleanliness) is conducive to success	86.5%	82.6%	74.7%	79.8%	84.3%
My work performance is evaluated fairly.	67.0%	90.1%	81.1%	81.9%	80.5%
I am provided adequate time during the workday to plan, prepare for and do my job.	46.0%	55.3%	50.0%	57.3%	54.9%
I am provided adequate work and storage space to prepare for and do my job.	78.4%	83.7%	82.9%	78.6%	86.7%
My administrators/supervisors respect the negotiated contracts	80.8%	96.4%	96.0%	92.8%	95.0%
My planning time is respected by my school administrators/supervisors	76.7%	90.9%	82.4%	83.1%	86.1%
In my school, administrators/supervisors support me in enforcing discipline	89.4%	60.5%	40.8%	40.3%	50.7%
In my school, student misbehavior interferes with learning.	26.8%	55.8%	70.8%	64.9%	62.8%
Too much instructional time is spent administering assessments.	76.3%	80.8%	81.7%	81.3%	80.5%
HCPSS professional development experiences are meaningful and worthwhile	41.0%	45.8%	19.4%	31.6%	36.8%
Increased workload has contributed to a decline in my morale.	74.7%	58.5%	69.9%	66.3%	66.3%
I am paid fairly.	46.2%	40.7%	42.1%	47.6%	47.6%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	49.0%	32.1%	19.2%	83.3%	81.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	39.4%	32.9%	62.0%	71.6%	74.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.9%	91.8%	86.3%	93.8%	91.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	68.3%	67.1%	69.4%	75.9%	71.4%
In my position, I receive appropriate and adequate support and training	79.8%	84.9%	80.3%	79.5%	75.0%
In the last 12 months, I have experienced harassing behavior from colleagues	7.3%	6.2%	8.2%	9.0%	6.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	24.5%	10.8%	2.7%	10.4%	9.0%
In the last 12 months, I have experienced harassing behavior from parents	38.8%	31.3%	30.6%	34.2%	33.8%
At my school I spend most of my PIP time on non-instructional activities.					27.3%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					58.6%
n=	104	86	76	84	83 out of 174
	Gina Massella	Nick Novak	Nick Novak	Nick Novak	Nick Novak