

<b>Mayfield Woods MS</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.	87.2%	97.4%	52.5%	83.3%	88.9%
There is an atmosphere of open communication and trust in my school/worksite.	87.2%	100.0%	67.5%	77.1%	77.8%
I personally feel successful in my work.	91.5%	84.2%	75.0%	89.6%	87.0%
I feel involved in decision-making at my school/worksite.	64.4%	77.8%	46.2%	72.9%	75.5%
I want to be involved in decision-making at my school/worksite.	91.1%	83.8%	89.5%	81.3%	88.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	83.0%	78.4%	67.5%	75.0%	68.5%
In my school/worksite, I am treated as a professional	93.6%	89.2%	80.0%	91.7%	84.9%
There is good teamwork among staff in my school/worksite.	93.6%	94.7%	82.5%	91.7%	92.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	86.4%	75.0%	69.2%	70.5%	62.7%
My working environment (i.e. safety, cleanliness) is conducive to success	93.5%	89.5%	66.7%	52.1%	68.5%
My work performance is evaluated fairly.	68.1%	76.3%	87.2%	72.9%	77.8%
I am provided adequate time during the workday to plan, prepare for and do my job.	63.0%	44.7%	40.0%	66.0%	50.0%
I am provided adequate work and storage space to prepare for and do my job.	97.9%	92.1%	82.5%	87.5%	84.9%
My administrators/supervisors respect the negotiated contracts	93.5%	100.0%	94.7%	95.7%	94.2%
My planning time is respected by my school administrators/supervisors	95.5%	97.1%	82.9%	76.2%	84.8%
In my school, administrators/supervisors support me in enforcing discipline	71.1%	79.4%	50.0%	65.9%	56.9%
In my school, student misbehavior interferes with learning.	69.6%	55.6%	85.0%	63.8%	63.5%
Too much instructional time is spent administering assessments.	81.0%	70.6%	83.8%	59.1%	80.4%
HCPSS professional development experiences are meaningful and worthwhile	62.8%	41.2%	34.2%	50.0%	49.0%
Increased workload has contributed to a decline in my morale.	60.0%	80.6%	84.6%	63.0%	64.7%
I am paid fairly.	50.0%	31.6%	35.9%	57.4%	42.6%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	46.7%	18.9%	2.5%	93.6%	94.3%
I have confidence in the leadership exhibited by the Howard County Board of Education.	45.5%	18.9%	74.3%	83.0%	86.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	77.3%	91.7%	97.4%	100.0%	96.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.0%	62.9%	64.9%	75.0%	67.3%
In my position, I receive appropriate and adequate support and training	82.6%	71.1%	62.5%	85.1%	79.2%
In the last 12 months, I have experienced harassing behavior from colleagues	6.8%	5.4%	10.0%	13.0%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6.8%	2.7%	10.5%	2.1%	5.8%
In the last 12 months, I have experienced harassing behavior from parents	23.8%	18.9%	15.4%	28.3%	34.0%
At my school I spend most of my PIP time on non-instructional activities.					35.0%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					75.6%
Participants	47	38	40	48	54 out of 87
Principal	JoAnn Hutchens	Melissa Shindel	Melissa Shindel	Melissa Shindel	Melissa Shindel