

Oakland Mills HS	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	38.4%	31.1%	11.4%	9.2%	94.2%
There is an atmosphere of open communication and trust in my school/worksite.	39.7%	36.1%	12.9%	15.6%	91.3%
I personally feel successful in my work.	71.2%	78.7%	71.0%	81.6%	91.2%
I feel involved in decision-making at my school/worksite.	38.9%	39.3%	28.4%	27.0%	75.4%
I want to be involved in decision-making at my school/worksite.	87.3%	86.9%	84.6%	77.3%	80.3%
In my school/worksite, I can speak openly about important issues without fear of repercussions	43.7%	55.9%	16.4%	19.7%	85.3%
In my school/worksite, I am treated as a professional	68.5%	68.9%	43.3%	54.5%	92.8%
There is good teamwork among staff in my school/worksite.	69.4%	66.7%	76.8%	57.1%	92.5%
Non-instructional duties are assigned on an equitable basis in my school/worksite	62.5%	79.2%	72.1%	78.3%	93.4%
My working environment (i.e. safety, cleanliness) is conducive to success	72.2%	70.0%	66.7%	39.0%	79.7%
My work performance is evaluated fairly.	49.3%	53.3%	61.8%	77.6%	91.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	40.8%	39.0%	35.8%	45.9%	54.0%
I am provided adequate work and storage space to prepare for and do my job.	79.2%	82.0%	83.8%	87.8%	91.2%
My administrators/supervisors respect the negotiated contracts	82.9%	86.9%	76.1%	73.0%	98.5%
My planning time is respected by my school administrators/supervisors	73.2%	81.3%	36.1%	62.3%	96.2%
In my school, administrators/supervisors support me in enforcing discipline	66.7%	58.5%	20.0%	17.1%	71.2%
In my school, student misbehavior interferes with learning.	95.5%	94.7%	92.3%	91.9%	86.2%
Too much instructional time is spent administering assessments.	84.4%	86.5%	68.3%	73.5%	86.0%
HCPSS professional development experiences are meaningful and worthwhile	33.8%	29.8%	35.4%	43.2%	48.5%
Increased workload has contributed to a decline in my morale.	75.4%	78.0%	73.8%	66.2%	54.5%
I am paid fairly.	46.6%	31.1%	50.7%	41.6%	52.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	23.2%	10.2%	7.6%	88.2%	89.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	20.3%	8.6%	69.7%	81.3%	91.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	85.5%	86.7%	100.0%	96.0%	97.1%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	51.5%	55.0%	63.6%	68.9%	82.1%
In my position, I receive appropriate and adequate support and training	64.4%	62.3%	69.7%	70.1%	80.9%
In the last 12 months, I have experienced harassing behavior from colleagues	19.4%	13.8%	6.2%	10.7%	10.4%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13.2%	12.3%	9.4%	12.2%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	32.4%	17.5%	20.9%	17.6%	25.0%
At my school I spend most of my PIP time on non-instructional activities.					50.0%

At my school our administrator includes time during PIP for teacher-initiated collaboration.					58.3%
Participants	73	61	70	77	69 out of 149
Principal	Karim Shortridge	Karim Shortridge	Katherine Orlando	Katherine Orlando/ Elaine Reid	Jeffrey Fink