

Oakland Mills MS	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	74.3%	51.2%	82.1%	73.3%	36.0%
There is an atmosphere of open communication and trust in my school/worksite.	74.3%	57.5%	82.1%	76.7%	73.1%
I personally feel successful in my work.	77.1%	80.0%	89.3%	69.0%	73.1%
I feel involved in decision-making at my school/worksite.	50.0%	50.0%	63.0%	55.2%	57.7%
I want to be involved in decision-making at my school/worksite.	91.2%	100.0%	88.9%	96.4%	92.3%
In my school/worksite, I can speak openly about important issues without fear of repercussions	55.9%	52.5%	85.2%	86.7%	73.1%
In my school/worksite, I am treated as a professional	71.4%	75.0%	92.6%	86.2%	88.0%
There is good teamwork among staff in my school/worksite.	79.4%	87.8%	85.7%	76.7%	80.8%
Non-instructional duties are assigned on an equitable basis in my school/worksite	63.6%	55.9%	85.7%	78.6%	69.6%
My working environment (i.e. safety, cleanliness) is conducive to success	91.4%	90.0%	75.0%	70.0%	69.2%
My work performance is evaluated fairly.	64.7%	76.3%	89.3%	86.2%	96.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	30.3%	31.4%	53.8%	42.3%	45.8%
I am provided adequate work and storage space to prepare for and do my job.	85.7%	82.1%	82.1%	83.3%	58.3%
My administrators/supervisors respect the negotiated contracts	91.2%	100.0%	96.4%	86.7%	100.0%
My planning time is respected by my school administrators/supervisors	75.8%	85.3%	91.3%	92.3%	82.6%
In my school, administrators/supervisors support me in enforcing discipline	60.0%	45.7%	76.0%	53.6%	65.4%
In my school, student misbehavior interferes with learning.	94.1%	91.4%	81.5%	86.2%	88.5%
Too much instructional time is spent administering assessments.	82.4%	82.4%	75.0%	76.9%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	42.9%	62.9%	61.5%	50.0%	53.8%
Increased workload has contributed to a decline in my morale.	67.6%	80.6%	51.9%	55.2%	75.0%
I am paid fairly.	38.2%	24.4%	53.6%	44.8%	34.6%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	50.0%	21.1%	4.0%	88.9%	91.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	44.1%	35.0%	69.2%	79.3%	83.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.2%	82.9%	88.9%	92.9%	92.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	64.7%	61.5%	69.2%	65.5%	79.2%
In my position, I receive appropriate and adequate support and training	78.8%	78.0%	81.5%	76.7%	68.0%
In the last 12 months, I have experienced harassing behavior from colleagues	12.5%	10.0%	3.6%	8.0%	4.0%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	18.8%	7.7%	3.7%	8.0%	0.0%
In the last 12 months, I have experienced harassing behavior from parents	35.5%	15.4%	10.7%	15.4%	19.2%
At my school I spend most of my PIP time on non-instructional activities.					36.8%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					90.5%
Participants	35	41	28	30	26 out of 80
Principal	Kathy Orlando	Kathy Orlando	Megan Chrobak	Megan Chrobak	Megan Chrobak