

<b>Patuxent Valley 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.	38.6%	29.4%	80.0%	54.5%	74.0%
There is an atmosphere of open communication and trust in my school/worksite.	34.9%	32.4%	80.0%	45.5%	66.0%
I personally feel successful in my work.	72.7%	79.4%	80.0%	71.9%	74.0%
I feel involved in decision-making at my school/worksite.	38.6%	27.3%	71.4%	50.0%	68.8%
I want to be involved in decision-making at my school/worksite.	93.2%	84.8%	94.1%	86.7%	79.6%
In my school/worksite, I can speak openly about important issues without fear of repercussions	41.9%	58.8%	82.9%	42.4%	76.0%
In my school/worksite, I am treated as a professional	79.1%	79.4%	90.9%	72.7%	87.8%
There is good teamwork among staff in my school/worksite.	69.8%	70.6%	80.0%	69.7%	76.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite	64.3%	78.8%	91.4%	77.4%	80.9%
My working environment (i.e. safety, cleanliness) is conducive to success	69.8%	39.4%	60.0%	65.6%	82.0%
My work performance is evaluated fairly.	65.9%	70.6%	77.1%	78.8%	91.8%
I am provided adequate time during the workday to plan, prepare for and do my job.	37.2%	38.2%	57.1%	46.9%	50.0%
I am provided adequate work and storage space to prepare for and do my job.	86.4%	97.1%	85.7%	93.8%	94.0%
My administrators/supervisors respect the negotiated contracts	86.4%	93.9%	97.1%	90.6%	95.9%
My planning time is respected by my school administrators/supervisors	76.3%	77.4%	76.5%	76.7%	74.5%
In my school, administrators/supervisors support me in enforcing discipline	45.2%	25.0%	67.6%	45.2%	63.3%
In my school, student misbehavior interferes with learning.	86.0%	82.4%	82.4%	83.9%	86.0%
Too much instructional time is spent administering assessments.	90.2%	75.0%	71.0%	62.1%	56.3%
HCPSS professional development experiences are meaningful and worthwhile	65.1%	40.6%	45.7%	61.3%	46.0%
Increased workload has contributed to a decline in my morale.	79.1%	85.3%	67.6%	58.1%	43.8%
I am paid fairly.	43.2%	48.5%	68.6%	56.3%	50.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	44.2%	17.6%	18.2%	93.8%	87.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	39.0%	17.6%	62.5%	97.0%	84.0%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.9%	84.8%	94.1%	93.5%	90.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	66.7%	54.8%	67.6%	78.1%	72.3%
In my position, I receive appropriate and adequate support and training	70.5%	58.8%	82.9%	84.8%	73.5%
In the last 12 months, I have experienced harassing behavior from colleagues	21.4%	21.9%	8.8%	30.0%	10.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	18.6%	18.2%	12.1%	32.1%	10.4%
In the last 12 months, I have experienced harassing behavior from parents	44.2%	39.4%	44.1%	43.3%	33.3%
At my school I spend most of my PIP time on non-instructional activities.					44.4%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					91.9%
Participants	44	34	35	33	50 out of 78
Principal	Robert A. Motley	Micah Humbert	Rick Robb	Rick Robb	Rick Robb