

Pointers Run ES	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	75.0%	56.6%	33.3%	48.9%	19.6%
There is an atmosphere of open communication and trust in my school/worksite.	78.4%	62.3%	43.6%	62.2%	25.5%
I personally feel successful in my work.	83.0%	75.5%	82.1%	71.1%	66.1%
I feel involved in decision-making at my school/worksite.	66.7%	48.1%	47.4%	55.6%	27.8%
I want to be involved in decision-making at my school/worksite.	90.4%	86.5%	92.3%	97.7%	87.5%
In my school/worksite, I can speak openly about important issues without fear of repercussions	69.8%	56.6%	61.5%	73.3%	40.0%
In my school/worksite, I am treated as a professional	80.8%	69.8%	74.4%	82.2%	53.6%
There is good teamwork among staff in my school/worksite.	81.1%	81.1%	74.4%	86.7%	65.5%
Non-instructional duties are assigned on an equitable basis in my school/worksite	81.3%	74.0%	75.0%	83.3%	76.0%
My working environment (i.e. safety, cleanliness) is conducive to success	80.8%	71.7%	61.5%	86.7%	78.6%
My work performance is evaluated fairly.	75.0%	64.2%	82.1%	86.7%	72.7%
I am provided adequate time during the workday to plan, prepare for and do my job.	42.3%	34.6%	40.5%	29.5%	49.1%
I am provided adequate work and storage space to prepare for and do my job.	88.5%	73.1%	76.3%	80.0%	80.4%
My administrators/supervisors respect the negotiated contracts	96.1%	90.6%	92.1%	95.6%	85.7%
My planning time is respected by my school administrators/supervisors	81.0%	86.7%	83.3%	76.9%	73.3%
In my school, administrators/supervisors support me in enforcing discipline	79.6%	79.6%	73.0%	97.8%	71.2%
In my school, student misbehavior interferes with learning.	52.0%	42.0%	56.4%	55.0%	67.3%
Too much instructional time is spent administering assessments.	83.0%	86.3%	84.8%	76.9%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	52.0%	39.2%	18.9%	35.6%	32.7%
Increased workload has contributed to a decline in my morale.	70.6%	71.7%	83.8%	88.4%	75.5%
I am paid fairly.	43.4%	22.6%	26.3%	46.5%	37.5%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	32.7%	12.0%	0.0%	95.6%	85.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	42.0%	13.7%	84.6%	88.9%	88.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.8%	94.2%	100.0%	100.0%	96.4%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	71.4%	60.8%	73.0%	83.7%	61.8%
In my position, I receive appropriate and adequate support and training	79.2%	69.8%	65.8%	75.0%	57.4%
In the last 12 months, I have experienced harassing behavior from colleagues	5.9%	8.2%	10.8%	4.7%	19.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5.9%	10.0%	15.8%	4.7%	23.1%
In the last 12 months, I have experienced harassing behavior from parents	30.8%	36.0%	26.3%	24.4%	40.4%
At my school I spend most of my PIP time on non-instructional activities.					35.1%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					60.0%
Participants	52	53	39	45	57 out of 105
Principal	Lenore Schiff	Lenore Schiff	Lenore Schiff	Julie Schruiefer	Julie Schruiefer