

River Hill HS	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	55.0%	13.6%	31.7%	47.1%	80.0%
There is an atmosphere of open communication and trust in my school/worksite.	50.0%	16.0%	25.0%	42.6%	60.0%
I personally feel successful in my work.	92.1%	93.8%	86.4%	89.7%	97.8%
I feel involved in decision-making at my school/worksite.	52.0%	28.8%	31.7%	43.1%	52.4%
I want to be involved in decision-making at my school/worksite.	78.8%	75.6%	77.2%	83.3%	85.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	57.6%	34.6%	32.2%	42.6%	60.0%
In my school/worksite, I am treated as a professional	81.8%	55.7%	50.0%	67.6%	88.9%
There is good teamwork among staff in my school/worksite.	68.7%	76.3%	76.3%	72.1%	82.2%
Non-instructional duties are assigned on an equitable basis in my school/worksite	89.7%	85.5%	86.8%	84.8%	92.9%
My working environment (i.e. safety, cleanliness) is conducive to success	96.0%	96.3%	90.0%	97.1%	91.1%
My work performance is evaluated fairly.	71.4%	79.0%	74.1%	74.6%	#####
I am provided adequate time during the workday to plan, prepare for and do my job.	51.5%	40.0%	51.7%	61.8%	61.9%
I am provided adequate work and storage space to prepare for and do my job.	91.0%	91.1%	88.1%	91.2%	88.6%
My administrators/supervisors respect the negotiated contracts	92.8%	80.8%	81.4%	87.9%	95.5%
My planning time is respected by my school administrators/supervisors	93.3%	59.4%	75.4%	87.9%	87.2%
In my school, administrators/supervisors support me in enforcing discipline	77.5%	91.7%	79.6%	77.4%	90.0%
In my school, student misbehavior interferes with learning.	19.4%	2.6%	14.5%	15.0%	12.2%
Too much instructional time is spent administering assessments.	73.4%	80.8%	82.5%	67.2%	81.0%
HCPSS professional development experiences are meaningful and worthwhile	44.0%	58.2%	40.0%	41.2%	37.2%
Increased workload has contributed to a decline in my morale.	75.0%	78.2%	78.0%	56.9%	75.6%
I am paid fairly.	44.4%	33.8%	39.0%	47.8%	37.8%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	33.3%	17.1%	5.3%	95.5%	95.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	35.4%	26.0%	70.7%	90.8%	91.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	86.2%	92.2%	91.7%	92.5%	93.3%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	66.3%	67.1%	61.8%	72.6%	77.3%
In my position, I receive appropriate and adequate support and training	71.4%	78.2%	67.2%	86.4%	93.3%
In the last 12 months, I have experienced harassing behavior from colleagues	17.0%	6.6%	15.8%	10.8%	9.8%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	11.6%	14.9%	26.7%	25.0%	7.3%
In the last 12 months, I have experienced harassing behavior from parents	50.0%	27.3%	29.8%	35.8%	29.3%
At my school I spend most of my PIP time on non-instructional activities.					22.2%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					61.5%
Participants	101	81	60	68	46 out of 119
Principal	Nick Novak	Kathryn S. McKinley	Kathryn S. McKinley	Kathryn S. McKinley	Kathryn S. McKinley