

<b>Thomas Viaduct 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.	68.4%	42.1%	45.5%	91.7%	75.0%
There is an atmosphere of open communication and trust in my school/worksite.	73.7%	42.1%	31.8%	76.7%	62.3%
I personally feel successful in my work.	73.7%	65.8%	77.3%	91.5%	90.2%
I feel involved in decision-making at my school/worksite.	52.6%	35.1%	52.3%	86.7%	67.2%
I want to be involved in decision-making at my school/worksite.	75.7%	88.9%	81.4%	77.6%	79.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	57.9%	27.0%	30.2%	62.7%	63.3%
In my school/worksite, I am treated as a professional	92.1%	71.1%	70.5%	93.3%	86.9%
There is good teamwork among staff in my school/worksite.	92.1%	94.7%	86.4%	95.0%	98.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	78.9%	62.9%	76.2%	77.6%	85.0%
My working environment (i.e. safety, cleanliness) is conducive to success	89.5%	86.8%	90.7%	88.3%	70.5%
My work performance is evaluated fairly.	75.0%	39.5%	52.3%	84.5%	93.4%
I am provided adequate time during the workday to plan, prepare for and do my job.	31.6%	40.0%	40.9%	54.2%	59.0%
I am provided adequate work and storage space to prepare for and do my job.	94.7%	86.8%	95.3%	89.8%	86.9%
My administrators/supervisors respect the negotiated contracts	83.3%	68.4%	88.6%	100.0%	96.7%
My planning time is respected by my school administrators/supervisors	69.7%	67.7%	84.2%	91.7%	94.1%
In my school, administrators/supervisors support me in enforcing discipline	88.6%	75.0%	81.0%	91.1%	77.6%
In my school, student misbehavior interferes with learning.	75.7%	84.2%	81.4%	80.4%	70.7%
Too much instructional time is spent administering assessments.	70.6%	70.6%	80.5%	70.6%	48.2%
HCPSS professional development experiences are meaningful and worthwhile	75.7%	80.6%	64.3%	67.2%	78.6%
Increased workload has contributed to a decline in my morale.	62.2%	69.4%	70.5%	49.1%	52.6%
I am paid fairly.	55.3%	57.9%	55.8%	59.3%	59.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	71.4%	37.8%	11.6%	96.6%	91.8%
I have confidence in the leadership exhibited by the Howard County Board of Education.	62.2%	44.4%	70.7%	91.1%	81.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.3%	94.6%	90.9%	94.8%	94.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	81.1%	77.8%	76.7%	87.0%	84.7%
In my position, I receive appropriate and adequate support and training	78.9%	78.9%	79.1%	87.9%	81.4%
In the last 12 months, I have experienced harassing behavior from colleagues	5.4%	5.7%	2.3%	3.6%	8.9%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.7%	28.6%	9.3%	3.5%	8.9%
In the last 12 months, I have experienced harassing behavior from parents	2.7%	14.3%	20.5%	16.7%	19.6%
At my school I spend most of my PIP time on non-instructional activities.					41.3%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					91.5%
Participants	38	38	44	67	61 out of 86
Principal	Shiney Ann John	Shiney Ann John	Shiney Ann John	Shiney Ann John	Shiney Ann John