

Thunder Hill ES	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	74.1%	51.4%	50.0%	65.7%	18.2%
There is an atmosphere of open communication and trust in my school/worksite.	81.5%	48.6%	64.3%	51.4%	18.2%
I personally feel successful in my work.	85.2%	91.4%	85.7%	91.4%	100.0%
I feel involved in decision-making at my school/worksite.	73.1%	51.4%	53.8%	57.6%	65.0%
I want to be involved in decision-making at my school/worksite.	88.5%	82.4%	77.8%	90.9%	77.3%
In my school/worksite, I can speak openly about important issues without fear of repercussions	77.8%	48.6%	64.3%	60.0%	38.1%
In my school/worksite, I am treated as a professional	96.2%	77.1%	82.1%	80.0%	95.2%
There is good teamwork among staff in my school/worksite.	81.5%	71.4%	92.9%	77.1%	63.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	81.0%	65.6%	53.8%	78.8%	57.9%
My working environment (i.e. safety, cleanliness) is conducive to success	88.9%	71.4%	71.4%	76.5%	50.0%
My work performance is evaluated fairly.	77.8%	76.5%	85.2%	85.7%	90.9%
I am provided adequate time during the workday to plan, prepare for and do my job.	40.7%	31.3%	29.6%	38.2%	45.5%
I am provided adequate work and storage space to prepare for and do my job.	77.8%	88.6%	92.3%	82.4%	81.8%
My administrators/supervisors respect the negotiated contracts	100.0%	82.9%	81.5%	90.9%	81.8%
My planning time is respected by my school administrators/supervisors	79.2%	50.0%	61.9%	74.1%	76.2%
In my school, administrators/supervisors support me in enforcing discipline	100.0%	75.0%	37.0%	58.8%	40.9%
In my school, student misbehavior interferes with learning.	57.7%	50.0%	74.1%	87.5%	81.0%
Too much instructional time is spent administering assessments.	100.0%	87.5%	73.1%	64.5%	68.4%
HCPSS professional development experiences are meaningful and worthwhile	59.3%	61.8%	38.5%	42.4%	36.4%
Increased workload has contributed to a decline in my morale.	84.6%	63.6%	68.0%	67.6%	71.4%
I am paid fairly.	42.3%	34.3%	40.7%	51.4%	50.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	29.2%	17.6%	11.1%	94.3%	77.3%
I have confidence in the leadership exhibited by the Howard County Board of Education.	17.4%	20.6%	78.6%	91.2%	86.4%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	96.0%	94.3%	100.0%	97.0%	95.5%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	84.6%	78.8%	76.9%	84.8%	81.0%
In my position, I receive appropriate and adequate support and training	92.6%	79.4%	74.1%	85.3%	86.4%
In the last 12 months, I have experienced harassing behavior from colleagues	14.8%	18.2%	3.7%	8.8%	9.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3.7%	6.1%	20.0%	3.0%	4.8%
In the last 12 months, I have experienced harassing behavior from parents	22.2%	18.2%	11.5%	25.7%	23.8%
At my school I spend most of my PIP time on non-instructional activities.					18.8%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					64.3%
Participants	27	35	28	35	23 out of 75
Principal	John T. Birus	Marti Bowen Miller	Marti Bowen Miller	Marti Bowen Miller	Marti Bowen Miller