

| <b>Tridelphia Ridge ES</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.  | 84.2%        | 92.1%         | 53.8%         | 97.4%           | 96.9%           |
| There is an atmosphere of open communication and trust in my school/worksite.                     | 81.6%        | 92.1%         | 69.2%         | 97.4%           | 96.9%           |
| I personally feel successful in my work.  | 84.2%        | 92.1%         | 79.5%         | 94.7%           | 81.3%           |
| I feel involved in decision-making at my school/worksite.   | 67.6%        | 83.3%         | 73.7%         | 91.9%           | 90.3%           |
| I want to be involved in decision-making at my school/worksite.                                   | 89.5%        | 94.6%         | 94.7%         | 92.1%           | 96.7%           |
| In my school/worksite, I can speak openly about important issues without fear of repercussions    | 84.2%        | 81.6%         | 74.4%         | 94.7%           | 100.0%          |
| In my school/worksite, I am treated as a professional   | 84.2%        | 89.5%         | 79.5%         | 94.7%           | 90.6%           |
| There is good teamwork among staff in my school/worksite.   | 81.6%        | 89.5%         | 67.6%         | 97.4%           | 100.0%          |
| Non-instructional duties are assigned on an equitable basis in my school/worksite                 | 60.0%        | 78.1%         | 61.8%         | 91.7%           | 86.7%           |
| My working environment (i.e. safety, cleanliness) is conducive to success                         | 97.4%        | 89.5%         | 82.1%         | 89.5%           | 90.6%           |
| My work performance is evaluated fairly.  | 81.6%        | 73.7%         | 79.5%         | 92.1%           | 90.6%           |
| I am provided adequate time during the workday to plan, prepare for and do my job.                | 44.7%        | 55.3%         | 53.8%         | 51.4%           | 53.3%           |
| I am provided adequate work and storage space to prepare for and do my job.                       | 78.9%        | 81.6%         | 71.8%         | 73.7%           | 76.7%           |
| My administrators/supervisors respect the negotiated contracts                                    | 94.7%        | 97.4%         | 89.5%         | 100.0%          | 100.0%          |
| My planning time is respected by my school administrators/supervisors                             | 88.2%        | 87.1%         | 66.7%         | 97.0%           | 93.5%           |
| In my school, administrators/supervisors support me in enforcing discipline                       | 78.8%        | 93.3%         | 88.2%         | 100.0%          | 100.0%          |
| In my school, student misbehavior interferes with learning.                                       | 50.0%        | 33.3%         | 48.6%         | 31.4%           | 40.0%           |
| Too much instructional time is spent administering assessments.                                   | 87.9%        | 89.3%         | 88.6%         | 73.5%           | 60.7%           |
| HCPSS professional development experiences are meaningful and worthwhile                          | 55.3%        | 63.6%         | 25.0%         | 44.7%           | 38.7%           |
| Increased workload has contributed to a decline in my morale.                                     | 73.7%        | 62.2%         | 84.2%         | 76.3%           | 74.2%           |
| I am paid fairly.   | 47.4%        | 34.2%         | 56.4%         | 47.4%           | 50.0%           |
| I have confidence in the leadership exhibited by the HCPSS Superintendent.                        | 39.5%        | 25.0%         | 2.6%          | 100.0%          | 96.9%           |
| I have confidence in the leadership exhibited by the Howard County Board of Education.            | 43.2%        | 27.0%         | 66.7%         | 92.1%           | 96.9%           |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).        | 86.5%        | 88.6%         | 84.2%         | 97.4%           | 96.8%           |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 72.2%        | 78.4%         | 72.2%         | 86.5%           | 78.1%           |
| In my position, I receive appropriate and adequate support and training                           | 71.1%        | 86.5%         | 79.5%         | 78.9%           | 90.3%           |
| In the last 12 months, I have experienced harassing behavior from colleagues                      | 13.2%        | 10.8%         | 25.0%         | 8.1%            | 3.3%            |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors.     | 0.0%         | 0.0%          | 11.1%         | 5.4%            | 0.0%            |
| In the last 12 months, I have experienced harassing behavior from parents                         | 24.3%        | 35.1%         | 40.5%         | 21.1%           | 30.0%           |
| At my school I spend most of my PIP time on non-instructional activities.                         |              |               |               |                 | 25.0%           |
| At my school our administrator includes time during PIP for teacher-initiated collaboration.      |              |               |               |                 | 76.9%           |
| Participants  | 38           | 38            | 39            | 38              | 32 out of 71    |
| Principal   | Peggy Dumler | Lisa Smithson | Lisa Smithson | Tiffany Tresler | Tiffany Tresler |