

Waverly ES	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	58.9%	60.4%	39.4%	67.4%	60.0%
There is an atmosphere of open communication and trust in my school/worksite.	61.4%	63.5%	54.5%	60.5%	70.0%
I personally feel successful in my work.	80.7%	81.1%	93.9%	88.4%	80.0%
I feel involved in decision-making at my school/worksite.	50.0%	54.0%	42.4%	66.7%	45.0%
I want to be involved in decision-making at my school/worksite.	94.3%	98.1%	93.9%	85.4%	85.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	51.8%	56.9%	45.5%	69.8%	60.0%
In my school/worksite, I am treated as a professional	93.0%	86.8%	87.5%	88.4%	78.9%
There is good teamwork among staff in my school/worksite.	73.7%	79.2%	63.6%	74.4%	55.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	72.0%	76.6%	58.1%	64.1%	82.4%
My working environment (i.e. safety, cleanliness) is conducive to success	80.7%	86.8%	68.8%	78.6%	95.0%
My work performance is evaluated fairly.	76.8%	84.9%	81.8%	82.5%	80.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	45.5%	51.0%	38.7%	45.0%	40.0%
I am provided adequate work and storage space to prepare for and do my job.	73.2%	75.0%	56.3%	90.2%	95.0%
My administrators/supervisors respect the negotiated contracts	82.1%	82.7%	81.8%	90.5%	88.9%
My planning time is respected by my school administrators/supervisors	74.0%	69.6%	80.6%	79.4%	72.2%
In my school, administrators/supervisors support me in enforcing discipline	84.9%	88.6%	78.8%	79.5%	73.7%
In my school, student misbehavior interferes with learning.	32.1%	21.7%	45.5%	26.8%	44.4%
Too much instructional time is spent administering assessments.	82.7%	78.3%	93.1%	75.7%	73.3%
HCPSS professional development experiences are meaningful and worthwhile	58.2%	44.2%	27.3%	39.5%	42.1%
Increased workload has contributed to a decline in my morale.	66.7%	60.4%	84.4%	65.9%	78.9%
I am paid fairly.	48.2%	39.6%	56.3%	55.8%	45.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	49.1%	30.8%	6.1%	97.7%	100.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	48.2%	26.0%	66.7%	90.7%	94.4%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.3%	74.0%	100.0%	85.7%	100.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	75.9%	63.5%	87.1%	85.4%	88.9%
In my position, I receive appropriate and adequate support and training	82.5%	67.3%	72.7%	88.4%	65.0%
In the last 12 months, I have experienced harassing behavior from colleagues	16.4%	16.7%	12.5%	22.0%	20.0%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13.0%	8.2%	6.1%	0.0%	5.0%
In the last 12 months, I have experienced harassing behavior from parents	21.4%	12.5%	24.2%	17.1%	25.0%
At my school I spend most of my PIP time on non-instructional activities.					66.7%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					66.7%
Participants	57	53	33	43	20 out of 112
Principal	Kathy Jacobs	Kathy Jacobs	Kathy Jacobs	Kathy Jacobs	Kathy Jacobs