

Wilde Lake High School	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	57.6%	53.7%	44.6%	18.5%	31.7%
There is an atmosphere of open communication and trust in my school/worksite.	57.6%	51.2%	53.6%	23.4%	31.7%
I personally feel successful in my work.	78.8%	81.7%	85.5%	77.8%	84.1%
I feel involved in decision-making at my school/worksite.	47.1%	47.5%	45.5%	32.3%	36.1%
I want to be involved in decision-making at my school/worksite.	84.5%	80.8%	82.7%	91.8%	88.3%
In my school/worksite, I can speak openly about important issues without fear of repercussions	55.3%	56.1%	64.3%	37.1%	43.3%
In my school/worksite, I am treated as a professional	74.1%	73.2%	85.5%	61.5%	54.0%
There is good teamwork among staff in my school/worksite.	55.4%	71.3%	66.1%	56.9%	68.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	55.8%	59.5%	62.3%	58.7%	55.9%
My working environment (i.e. safety, cleanliness) is conducive to success	77.6%	74.4%	57.1%	64.6%	58.7%
My work performance is evaluated fairly.	71.1%	70.4%	71.4%	76.6%	69.4%
I am provided adequate time during the workday to plan, prepare for and do my job.	34.5%	29.5%	43.6%	42.9%	42.6%
I am provided adequate work and storage space to prepare for and do my job.	71.4%	75.3%	71.4%	70.3%	84.1%
My administrators/supervisors respect the negotiated contracts	76.5%	84.8%	87.0%	85.9%	85.5%
My planning time is respected by my school administrators/supervisors	73.2%	73.6%	78.8%	80.0%	70.9%
In my school, administrators/supervisors support me in enforcing discipline	67.5%	59.2%	50.9%	23.0%	30.5%
In my school, student misbehavior interferes with learning.	80.3%	83.5%	82.1%	81.0%	83.9%
Too much instructional time is spent administering assessments.	80.0%	89.0%	96.2%	83.3%	85.0%
HCPSS professional development experiences are meaningful and worthwhile	30.9%	35.4%	14.5%	33.9%	44.3%
Increased workload has contributed to a decline in my morale.	69.9%	75.9%	77.8%	68.9%	61.3%
I am paid fairly.	37.6%	34.6%	41.1%	53.8%	41.3%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	30.6%	16.0%	1.9%	89.2%	85.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	28.9%	19.0%	64.2%	87.3%	83.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	94.0%	89.9%	89.1%	93.5%	95.1%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	61.4%	55.0%	57.4%	75.4%	70.5%
In my position, I receive appropriate and adequate support and training	65.1%	66.7%	66.1%	68.3%	66.7%
In the last 12 months, I have experienced harassing behavior from colleagues	14.6%	12.0%	18.9%	16.1%	23.3%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	19.8%	15.1%	14.8%	21.3%	25.0%
In the last 12 months, I have experienced harassing behavior from parents	30.9%	35.5%	37.0%	41.3%	38.1%
At my school I spend most of my PIP time on non-instructional activities.					51.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					38.5%
Participants	86	82	56	65	63 out of 152
Principal	James LeMon	James LeMon	James LeMon	Rick Wilson	Rick Wilson