

Wilde Lake MS	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	22.2%	73.9%	53.6%	88.6%	75.0%
There is an atmosphere of open communication and trust in my school/worksite.	30.6%	58.7%	57.1%	85.7%	81.3%
I personally feel successful in my work.	72.2%	87.0%	71.4%	85.7%	87.5%
I feel involved in decision-making at my school/worksite.	40.0%	52.2%	48.1%	71.9%	53.3%
I want to be involved in decision-making at my school/worksite.	78.8%	77.8%	77.8%	72.7%	66.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	44.4%	71.7%	64.3%	85.7%	81.3%
In my school/worksite, I am treated as a professional	77.8%	87.0%	78.6%	97.1%	93.8%
There is good teamwork among staff in my school/worksite.	47.2%	73.3%	59.3%	94.1%	87.5%
Non-instructional duties are assigned on an equitable basis in my school/worksite	55.6%	73.8%	74.1%	91.4%	86.7%
My working environment (i.e. safety, cleanliness) is conducive to success	50.0%	76.1%	82.1%	100.0%	80.0%
My work performance is evaluated fairly.	61.1%	73.9%	75.0%	90.9%	87.5%
I am provided adequate time during the workday to plan, prepare for and do my job.	20.0%	31.0%	29.6%	47.1%	31.3%
I am provided adequate work and storage space to prepare for and do my job.	63.9%	82.6%	75.0%	91.2%	75.0%
My administrators/supervisors respect the negotiated contracts	77.8%	89.1%	85.7%	100.0%	93.8%
My planning time is respected by my school administrators/supervisors	57.6%	82.1%	66.7%	80.0%	76.9%
In my school, administrators/supervisors support me in enforcing discipline	32.4%	81.8%	48.1%	77.1%	42.9%
In my school, student misbehavior interferes with learning.	91.7%	95.7%	92.9%	88.6%	81.3%
Too much instructional time is spent administering assessments.	88.6%	88.4%	78.6%	70.6%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	42.9%	43.2%	30.8%	51.4%	33.3%
Increased workload has contributed to a decline in my morale.	80.6%	68.9%	67.9%	53.1%	75.0%
I am paid fairly.	44.4%	47.8%	53.6%	54.3%	50.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	38.2%	32.6%	21.4%	97.1%	93.8%
I have confidence in the leadership exhibited by the Howard County Board of Education.	20.0%	25.0%	56.0%	91.2%	100.0%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.6%	86.4%	82.1%	97.0%	100.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	63.6%	73.8%	74.1%	78.1%	41.7%
In my position, I receive appropriate and adequate support and training	58.3%	76.1%	75.0%	97.1%	68.8%
In the last 12 months, I have experienced harassing behavior from colleagues	32.3%	17.4%	33.3%	14.7%	25.0%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	8.8%	8.9%	7.7%	2.9%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	29.4%	21.7%	29.6%	14.7%	26.7%
At my school I spend most of my PIP time on non-instructional activities.					33.3%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					92.9%
Participants	36	46	28	35	16 out of 82
Principal	Lisa R. Smithson	Anne Swartz	Anne Swartz	Anne Swartz	Anne Swartz