

Clarksville Middle School	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	73.3%	97.5%	92.9%	34.7%	60.5%	61.9%
There is an atmosphere of open communication and trust in my school/worksite.	66.7%	92.5%	85.7%	30.6%	47.4%	48.7%
I personally feel successful in my work.	97.8%	97.5%	96.4%	81.6%	76.3%	92.8%
I feel involved in decision-making at my school/worksite.	55.8%	80.0%	67.9%	35.4%	51.4%	52.3%
I want to be involved in decision-making at my school/worksite.	79.1%	97.5%	89.3%	93.8%	91.9%	83.3%
In my school/worksite, I can speak openly about important issues without fear of repercussions	61.4%	87.5%	89.3%	51.0%	63.2%	66.6%
In my school/worksite, I am treated as a professional	80.0%	97.5%	96.4%	73.5%	78.4%	80.9%
There is good teamwork among staff in my school/worksite.	80.0%	97.5%	89.3%	51.0%	62.2%	85.7%
Non-instructional duties are assigned on an equitable basis in my school/worksite	61.0%	97.4%	78.6%	66.0%	70.3%	76.1%
My working environment (i.e. safety, cleanliness) is conducive to success	88.9%	97.5%	96.4%	77.6%	78.9%	85.7%
My work performance is evaluated fairly.	75.6%	84.6%	89.3%	75.5%	83.8%	80.9%
I am provided adequate time during the workday to plan, prepare for and do my job.	47.6%	72.5%	55.6%	69.6%	54.1%	52.3%
I am provided adequate work and storage space to prepare for and do my job.	88.9%	92.5%	92.9%	89.4%	92.1%	90.4%
My administrators/supervisors respect the negotiated contracts	92.9%	97.5%	96.4%	89.4%	83.8%	92.8%
My planning time is respected by my school administrators/supervisors	75.0%	97.1%	96.2%	86.4%	91.2%	73.1%
In my school, administrators/supervisors support me in enforcing discipline	79.5%	100.0%	88.9%	52.2%	66.7%	42.8%
In my school, student misbehavior interferes with learning.	14.6%	8.1%	11.1%	31.9%	45.7%	26.8%
Too much instructional time is spent administering assessments.	89.5%	84.4%	85.2%	72.7%	81.8%	64.2%
HCPSS professional development experiences are meaningful and worthwhile	51.2%	64.9%	25.0%	41.3%	50.0%	47.6%
Increased workload has contributed to a decline in my morale.	61.9%	48.7%	75.0%	59.6%	57.9%	66.6%
I am paid fairly.	35.6%	33.3%	55.6%	51.0%	39.5%	47.6%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	46.5%	37.8%	15.4%	89.4%	91.9%	50.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	33.3%	25.0%	63.0%	63.0%	88.6%	35.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	93.2%	92.1%	100.0%	100.0%	97.4%	94.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	62.8%	79.4%	68.0%	71.1%	72.2%	70.0%
In my position, I receive appropriate and adequate support and training	80.0%	86.8%	89.3%	65.3%	68.4%	80.4%
In the last 12 months, I have experienced harassing behavior from colleagues	4.7%	10.5%	18.5%	15.6%	17.1%	14.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.1%	2.8%	4.0%	15.2%	8.6%	14.2%
In the last 12 months, I have experienced harassing behavior from parents	48.8%	31.6%	39.3%	29.8%	47.2%	35.0%
At my school I spend most of my PIP time on non-instructional activities.					30.0%	27.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					60.6%	64.2%
In my school, I spend too much time in meetings.						32.5%
In my school, there is adequate support for special education students.						48.7%
Participants	45	40	28	49	38 out of 62	42 out of 62
Principal	Melissa Shindel	Joelle Miller	Joelle Miller	Karim Shortridge	Karim Shortridge	Karim Shortridge