

| <b>Forest Ridge ES</b>  | <b>14-15</b> | <b>15-16</b>     | <b>16-17</b>     | <b>17-18</b>     | <b>18-19</b>     | <b>19-20</b> |
|---|--------------|------------------|------------------|------------------|------------------|--------------|
| Overall, morale at my school/worksite is good.  | 82.9%        | 36.4%            | 36.8%            | 64.1%            | 72.7%            | 85.1%        |
| There is an atmosphere of open communication and trust in my school/worksite.                     | 83.3%        | 32.4%            | 42.1%            | 66.7%            | 81.8%            | 77.7%        |
| I personally feel successful in my work.  | 85.7%        | 76.5%            | 78.9%            | 86.8%            | 77.3%            | 88.8%        |
| I feel involved in decision-making at my school/worksite.   | 72.5%        | 35.3%            | 47.2%            | 59.5%            | 61.9%            | 59.2%        |
| I want to be involved in decision-making at my school/worksite.                                   | 85.4%        | 94.1%            | 89.2%            | 86.5%            | 95.5%            | 81.4%        |
| In my school/worksite, I can speak openly about important issues without fear of repercussions    | 81.0%        | 38.7%            | 68.4%            | 71.8%            | 77.3%            | 80.7%        |
| In my school/worksite, I am treated as a professional   | 85.7%        | 75.8%            | 76.3%            | 94.9%            | 90.9%            | 84.6%        |
| There is good teamwork among staff in my school/worksite.   | 82.9%        | 88.2%            | 65.8%            | 76.4%            | 81.0%            | 88.8%        |
| Non-instructional duties are assigned on an equitable basis in my school/worksite                 | 75.0%        | 68.8%            | 77.1%            | 75.0%            | 77.3%            | 66.6%        |
| My working environment (i.e. safety, cleanliness) is conducive to success                         | 90.5%        | 81.8%            | 78.9%            | 92.3%            | 71.4%            | 92.5%        |
| My work performance is evaluated fairly.  | 78.6%        | 59.4%            | 86.8%            | 89.5%            | 90.9%            | 96.3%        |
| I am provided adequate time during the workday to plan, prepare for and do my job.                | 47.6%        | 39.4%            | 44.7%            | 56.4%            | 54.5%            | 62.9%        |
| I am provided adequate work and storage space to prepare for and do my job.                       | 78.6%        | 85.3%            | 73.7%            | 84.6%            | 86.4%            | 96.3%        |
| My administrators/supervisors respect the negotiated contracts                                    | 95.2%        | 81.8%            | 83.8%            | 100.0%           | 90.9%            | 92.5%        |
| My planning time is respected by my school administrators/supervisors                             | 97.3%        | 75.0%            | 68.8%            | 75.8%            | 58.8%            | 66.6%        |
| In my school, administrators/supervisors support me in enforcing discipline                       | 83.3%        | 75.8%            | 81.8%            | 88.6%            | 71.4%            | 62.9%        |
| In my school, student misbehavior interferes with learning.                                       | 61.0%        | 63.6%            | 75.7%            | 52.6%            | 81.8%            | 76.0%        |
| Too much instructional time is spent administering assessments.                                   | 80.0%        | 93.9%            | 83.8%            | 64.9%            | 60.0%            | 59.2%        |
| HCPSS professional development experiences are meaningful and worthwhile                          | 61.9%        | 51.5%            | 58.3%            | 44.7%            | 50.0%            | 40.7%        |
| Increased workload has contributed to a decline in my morale.                                     | 62.5%        | 78.8%            | 78.4%            | 65.8%            | 75.0%            | 66.6%        |
| I am paid fairly.   | 34.1%        | 25.0%            | 34.2%            | 38.5%            | 45.0%            | 33.3%        |
| I have confidence in the leadership exhibited by the HCPSS Superintendent.                        | 35.9%        | 21.2%            | 8.6%             | 94.7%            | 100.0%           | 70.3%        |
| I have confidence in the leadership exhibited by the Howard County Board of Education.            | 23.7%        | 25.8%            | 62.9%            | 84.6%            | 86.4%            | 55.5%        |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).        | 87.8%        | 93.9%            | 94.1%            | 94.3%            | 100.0%           | 92.3%        |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 78.9%        | 75.9%            | 65.6%            | 78.4%            | 72.7%            | 76.9%        |
| In my position, I receive appropriate and adequate support and training                           | 75.6%        | 72.7%            | 65.8%            | 71.8%            | 90.9%            | 88.8%        |
| In the last 12 months, I have experienced harassing behavior from colleagues                      | 12.2%        | 15.2%            | 18.9%            | 10.8%            | 4.8%             | 7.4%         |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors.     | 4.8%         | 6.3%             | 5.6%             | 5.4%             | 0.0%             | 0.0%         |
| In the last 12 months, I have experienced harassing behavior from parents                         | 22.0%        | 15.2%            | 25.7%            | 16.7%            | 31.8%            | 25.9%        |
| At my school I spend most of my PIP time on non-instructional activities.                         |              |                  |                  |                  | 33.3%            | 18.2%        |
| At my school our administrator includes time during PIP for teacher-initiated collaboration.      |              |                  |                  |                  | 46.2%            | 55.5%        |
| In my school, I spend too much time in meetings.  |              |                  |                  |                  |                  | 25.9%        |
| In my school, there is adequate support for special education students.                           |              |                  |                  |                  |                  | 18.5%        |
| Participants  | 42           | 34               | 38               | 39               | 22 out of 81     | 27 out of 71 |
| Principal   | Anne Swartz  | Genee A. Varlack | Genee A. Varlack | Genee A. Varlack | Genee A. Varlack | Scott Conroy |