

<b>Hanover Hills ES</b>	<b>18-19</b>	<b>19-20</b>
Overall, morale at my school/worksite is good.	100.0%	94.2%
There is an atmosphere of open communication and trust in my school/worksite.	100.0%	96.1%
I personally feel successful in my work.	100.0%	88.4%
I feel involved in decision-making at my school/worksite.	100.0%	78.8%
I want to be involved in decision-making at my school/worksite.	100.0%	88.4%
In my school/worksite, I can speak openly about important issues without fear of repercussions	100.0%	92.3%
In my school/worksite, I am treated as a professional	100.0%	94.1%
There is good teamwork among staff in my school/worksite.	100.0%	94.2%
Non-instructional duties are assigned on an equitable basis in my school/worksite	100.0%	73.0%
My working environment (i.e. safety, cleanliness) is conducive to success	100.0%	100.0%
My work performance is evaluated fairly.	100.0%	96.1%
I am provided adequate time during the workday to plan, prepare for and do my job.	87.5%	68.6%
I am provided adequate work and storage space to prepare for and do my job.	100.0%	98.0%
My administrators/supervisors respect the negotiated contracts	100.0%	96.1%
My planning time is respected by my school administrators/supervisors	100.0%	76.9%
In my school, administrators/supervisors support me in enforcing discipline	100.0%	88.4%
In my school, student misbehavior interferes with learning.	46.7%	59.6%
Too much instructional time is spent administering assessments.	23.1%	39.2%
HCPSS professional development experiences are meaningful and worthwhile	68.8%	72.5%
Increased workload has contributed to a decline in my morale.	13.3%	55.7%
I am paid fairly.	37.5%	36.5%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	100.0%	78.8%
I have confidence in the leadership exhibited by the Howard County Board of Education.	100.0%	58.8%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	100.0%	92.3%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	100.0%	84.3%
In my position, I receive appropriate and adequate support and training	100.0%	84.3%
In the last 12 months, I have experienced harassing behavior from colleagues	6.7%	9.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	0.0%
In the last 12 months, I have experienced harassing behavior from parents	6.7%	9.8%
At my school I spend most of my PIP time on non-instructional activities.	28.6%	17.3%
At my school our administrator includes time during PIP for teacher-initiated collaboration.	100.0%	55.7%
In my school, I spend too much time in meetings.		36.5%
In my school, there is adequate support for special education students.		32.6%
Participants	16	52 out of 92
Principal	Troy Todd	Troy Todd