

Homewood	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	83.90%	83.30%	76.90%	71.90%	63.0%	63.60%
There is an atmosphere of open communication and trust in my school/worksite.	83.90%	86.70%	76.90%	68.80%	60.9%	59.00%
I personally feel successful in my work.	86.70%	80.00%	76.90%	78.10%	71.7%	72.70%
I feel involved in decision-making at my school/worksite.	69.00%	63.30%	79.20%	74.20%	72.1%	52.20%
I want to be involved in decision-making at my school/worksite.	88.90%	96.60%	88.50%	96.90%	97.7%	95.40%
In my school/worksite, I can speak openly about important issues without fear of repercussions	86.20%	83.30%	76.90%	68.80%	71.1%	68.10%
In my school/worksite, I am treated as a professional	90.00%	90.00%	92.30%	87.50%	80.4%	81.20%
There is good teamwork among staff in my school/worksite.	96.70%	90.00%	96.20%	90.60%	80.4%	81.80%
Non-instructional duties are assigned on an equitable basis in my school/worksite	86.20%	75.90%	70.80%	64.50%	72.7%	74.40%
My working environment (i.e. safety, cleanliness) is conducive to success	93.30%	93.30%	96.20%	90.30%	63.0%	77.20%
My work performance is evaluated fairly.	80.60%	83.30%	92.30%	80.00%	82.6%	81.80%
I am provided adequate time during the workday to plan, prepare for and do my job.	50.00%	60.00%	54.20%	56.30%	56.8%	63.60%
I am provided adequate work and storage space to prepare for and do my job.	93.10%	96.70%	84.60%	87.50%	81.8%	93.10%
My administrators/supervisors respect the negotiated contracts	93.30%	90.00%	96.20%	96.80%	93.5%	88.30%
My planning time is respected by my school administrators/supervisors	70.40%	84.00%	85.00%	88.90%	82.1%	75.00%
In my school, administrators/supervisors support me in enforcing discipline	83.30%	65.50%	66.70%	67.70%	62.8%	56.80%
In my school, student misbehavior interferes with learning.	90.30%	96.60%	88.00%	96.70%	97.8%	93.10%
Too much instructional time is spent administering assessments.	79.30%	82.80%	72.00%	59.30%	78.4%	43.10%
HCPSS professional development experiences are meaningful and worthwhile	51.60%	56.70%	30.80%	56.30%	45.5%	63.60%
Increased workload has contributed to a decline in my morale.	43.30%	56.70%	52.00%	39.30%	33.3%	20.90%
I am paid fairly.	51.60%	43.30%	57.70%	50.00%	45.7%	50.00%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	65.50%	33.30%	20.00%	87.10%	80.0%	90.90%
I have confidence in the leadership exhibited by the Howard County Board of Education.	62.10%	43.30%	76.90%	79.30%	83.7%	81.80%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	86.70%	93.10%	96.00%	96.70%	91.3%	86.30%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	64.50%	70.00%	76.00%	68.80%	71.1%	77.20%
In my position, I receive appropriate and adequate support and training	80.60%	83.30%	92.30%	83.90%	82.2%	81.80%
In the last 12 months, I have experienced harassing behavior from colleagues	7.70%	14.80%	12.00%	10.70%	22.0%	6.80%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3.60%	3.80%	8.00%	3.40%	12.2%	2.30%
In the last 12 months, I have experienced harassing behavior from parents	14.30%	22.20%	12.00%	17.20%	20.0%	6.80%
At my school I spend most of my PIP time on non-instructional activities.					38.5%	34.00%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					80.6%	74.40%
In my school, I spend too much time in meetings.						43.10%
In my school, there is adequate support for special education students.						61.30%
Participants	31	30	26	32	46 out of 70	44 out of 84
Principal					Christina Krabitz	Christina Krabitz