

<b>Marriotts Ridge HS</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.	43.0%	63.3%	62.7%	81.8%	78.4%	63.4%
There is an atmosphere of open communication and trust in my school/worksite.	46.2%	62.8%	74.5%	76.7%	70.3%	65.0%
I personally feel successful in my work.	86.0%	88.6%	86.0%	86.0%	86.5%	85.4%
I feel involved in decision-making at my school/worksite.	39.6%	64.5%	56.3%	62.8%	73.0%	53.2%
I want to be involved in decision-making at my school/worksite.	85.4%	86.3%	90.2%	88.4%	97.1%	79.3%
In my school/worksite, I can speak openly about important issues without fear of repercussions	42.4%	50.6%	64.0%	72.1%	62.2%	64.5%
In my school/worksite, I am treated as a professional	78.5%	86.1%	96.1%	95.3%	89.2%	88.8%
There is good teamwork among staff in my school/worksite.	72.0%	78.2%	74.5%	79.5%	83.8%	71.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	79.3%	85.3%	89.1%	88.1%	83.3%	79.3%
My working environment (i.e. safety, cleanliness) is conducive to success	90.3%	88.5%	80.4%	75.0%	91.9%	82.5%
My work performance is evaluated fairly.	63.0%	78.2%	88.0%	88.4%	83.3%	88.7%
I am provided adequate time during the workday to plan, prepare for and do my job.	48.3%	51.3%	42.0%	54.8%	55.6%	46.0%
I am provided adequate work and storage space to prepare for and do my job.	94.5%	96.2%	90.2%	95.5%	91.9%	83.8%
My administrators/supervisors respect the negotiated contracts	83.5%	88.6%	98.0%	97.7%	100.0%	98.4%
My planning time is respected by my school administrators/supervisors	81.0%	86.6%	93.6%	94.6%	87.9%	74.6%
In my school, administrators/supervisors support me in enforcing discipline	67.5%	81.7%	74.5%	75.6%	76.5%	61.9%
In my school, student misbehavior interferes with learning.	23.4%	19.7%	25.0%	17.9%	27.8%	19.0%
Too much instructional time is spent administering assessments.	72.3%	75.7%	80.0%	80.5%	77.1%	67.7%
HCPSS professional development experiences are meaningful and worthwhile	40.7%	40.0%	26.0%	53.7%	50.0%	33.3%
Increased workload has contributed to a decline in my morale.	71.6%	73.7%	72.5%	70.5%	75.7%	74.6%
I am paid fairly.	35.5%	39.2%	47.1%	51.2%	56.8%	55.5%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	38.0%	23.0%	6.0%	88.4%	86.5%	50.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	27.2%	20.0%	72.9%	79.1%	78.4%	37.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.1%	92.3%	94.0%	88.6%	91.9%	92.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	74.4%	73.0%	74.5%	77.3%	73.0%	73.0%
In my position, I receive appropriate and adequate support and training	76.1%	80.8%	74.0%	86.4%	83.8%	75.8%
In the last 12 months, I have experienced harassing behavior from colleagues	12.5%	7.8%	8.0%	7.7%	8.3%	14.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13.3%	10.5%	9.8%	5.4%	5.7%	6.4%
In the last 12 months, I have experienced harassing behavior from parents	42.9%	28.0%	46.9%	44.2%	44.4%	42.8%
At my school I spend most of my PIP time on non-instructional activities.					23.3%	40.3%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					64.5%	46.7%
In my school, I spend too much time in meetings.						31.7%
In my school, there is adequate support for special education students.						46.7%
Participants	93	79	51	44	38 out of 69	63 out of 123
Principal	Adrianne H. Kaufman	Adrianne H. Kaufman	Tammy Goldeisen	Tammy Goldeisen	Tammy Goldeisen	Tammy Goldeisen