

<b>Mt. View MS</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.	95.7%	87.9%	82.6%	82.5%	80.0%	92.0%
There is an atmosphere of open communication and trust in my school/worksite.	91.3%	82.8%	75.0%	69.8%	69.6%	85.9%
I personally feel successful in my work.	95.7%	91.4%	76.1%	88.9%	92.9%	95.3%
I feel involved in decision-making at my school/worksite.	80.0%	75.0%	65.9%	54.1%	54.5%	71.8%
I want to be involved in decision-making at my school/worksite.	93.2%	90.6%	81.4%	91.8%	92.6%	88.8%
In my school/worksite, I can speak openly about important issues without fear of repercussions	87.0%	70.7%	70.5%	73.0%	63.6%	87.5%
In my school/worksite, I am treated as a professional	89.1%	94.7%	82.6%	90.2%	87.5%	87.5%
There is good teamwork among staff in my school/worksite.	91.3%	84.5%	78.3%	76.2%	85.7%	95.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	84.4%	88.5%	75.6%	80.7%	84.3%	77.4%
My working environment (i.e. safety, cleanliness) is conducive to success	66.7%	75.9%	73.9%	88.7%	76.8%	79.6%
My work performance is evaluated fairly.	82.6%	81.0%	77.8%	77.4%	82.1%	84.3%
I am provided adequate time during the workday to plan, prepare for and do my job.	54.3%	66.7%	55.8%	72.1%	67.9%	54.6%
I am provided adequate work and storage space to prepare for and do my job.	93.3%	93.1%	84.4%	91.8%	89.1%	82.8%
My administrators/supervisors respect the negotiated contracts	97.8%	96.5%	97.8%	95.2%	96.4%	92.0%
My planning time is respected by my school administrators/supervisors	95.5%	95.9%	92.3%	91.1%	98.0%	84.1%
In my school, administrators/supervisors support me in enforcing discipline	93.0%	78.8%	71.4%	56.9%	68.0%	58.7%
In my school, student misbehavior interferes with learning.	13.6%	9.1%	39.5%	38.6%	21.6%	20.3%
Too much instructional time is spent administering assessments.	90.7%	82.7%	87.8%	72.4%	77.6%	54.6%
HCPSS professional development experiences are meaningful and worthwhile	56.5%	54.5%	38.1%	45.0%	48.1%	41.2%
Increased workload has contributed to a decline in my morale.	65.9%	59.6%	72.7%	45.9%	62.3%	55.5%
I am paid fairly.	46.7%	41.4%	46.7%	50.8%	44.6%	51.5%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	26.1%	16.1%	4.8%	91.8%	83.6%	69.8%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.6%	22.8%	72.7%	86.7%	87.0%	57.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.3%	92.9%	97.8%	98.4%	100.0%	92.1%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	86.7%	74.5%	68.3%	83.6%	83.3%	78.1%
In my position, I receive appropriate and adequate support and training	82.2%	72.4%	77.3%	79.4%	83.6%	85.7%
In the last 12 months, I have experienced harassing behavior from colleagues	4.7%	10.3%	11.9%	8.9%	5.8%	7.9%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.3%	6.9%	9.3%	8.8%	7.5%	12.5%
In the last 12 months, I have experienced harassing behavior from parents	48.9%	41.1%	63.6%	39.0%	37.0%	37.5%
At my school I spend most of my PIP time on non-instructional activities.					34.8%	28.1%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					78.3%	62.5%
In my school, I spend too much time in meetings.						25.0%
In my school, there is adequate support for special education students.						56.2%
Participants	46	58	46	63	56 out of 73	64 out of 75
Principal	Tammy Goldeisen	Tammy Goldeisen	Allen Cosentino	Allen Cosentino	Allen Cosentino	Lynnette Moore