

Murray Hill MS	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	81.3%	62.5%	59.4%	66.7%	14.6%	39.2%
There is an atmosphere of open communication and trust in my school/worksite.	87.5%	74.4%	64.5%	61.8%	32.7%	44.6%
I personally feel successful in my work.	81.8%	87.5%	87.5%	83.3%	72.9%	80.3%
I feel involved in decision-making at my school/worksite.	59.4%	50.0%	43.8%	44.1%	27.1%	41.0%
I want to be involved in decision-making at my school/worksite.	87.5%	89.5%	93.5%	75.8%	89.4%	83.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	72.7%	67.5%	54.8%	67.6%	46.8%	60.7%
In my school/worksite, I am treated as a professional	100.0%	92.1%	87.5%	91.7%	61.2%	71.4%
There is good teamwork among staff in my school/worksite.	87.9%	85.0%	81.3%	80.6%	67.3%	63.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	67.7%	68.4%	56.3%	80.0%	63.8%	60.7%
My working environment (i.e. safety, cleanliness) is conducive to success	93.9%	92.5%	87.5%	77.8%	63.3%	67.8%
My work performance is evaluated fairly.	75.8%	92.5%	87.5%	85.7%	68.1%	73.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	45.5%	52.6%	40.6%	52.9%	44.9%	37.5%
I am provided adequate work and storage space to prepare for and do my job.	87.5%	85.0%	86.7%	80.0%	83.7%	83.6%
My administrators/supervisors respect the negotiated contracts	97.0%	94.9%	96.9%	94.1%	75.5%	75.0%
My planning time is respected by my school administrators/supervisors	92.9%	94.6%	80.0%	97.0%	50.0%	48.2%
In my school, administrators/supervisors support me in enforcing discipline	71.0%	38.9%	53.1%	65.7%	20.8%	39.2%
In my school, student misbehavior interferes with learning.	71.0%	92.1%	90.6%	82.9%	93.9%	89.2%
Too much instructional time is spent administering assessments.	83.9%	89.7%	100.0%	85.7%	62.5%	57.1%
HCPSS professional development experiences are meaningful and worthwhile	48.5%	54.1%	37.5%	51.4%	39.6%	42.8%
Increased workload has contributed to a decline in my morale.	64.5%	57.9%	58.1%	61.3%	69.6%	69.0%
I am paid fairly.	36.4%	37.5%	40.6%	58.3%	44.9%	51.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	57.6%	25.6%	9.7%	97.2%	75.0%	67.8%
I have confidence in the leadership exhibited by the Howard County Board of Education.	62.5%	34.2%	67.7%	97.1%	78.3%	57.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.9%	87.5%	96.8%	97.1%	89.6%	92.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	68.8%	76.3%	62.1%	79.4%	74.5%	66.0%
In my position, I receive appropriate and adequate support and training	78.8%	70.0%	65.6%	76.5%	61.2%	65.4%
In the last 12 months, I have experienced harassing behavior from colleagues	6.3%	7.5%	9.7%	11.4%	10.9%	23.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	7.5%	16.1%	5.7%	4.3%	8.9%
In the last 12 months, I have experienced harassing behavior from parents	25.0%	30.0%	29.0%	17.1%	33.3%	33.9%
At my school I spend most of my PIP time on non-instructional activities.					71.1%	28.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					56.8%	53.5%
In my school, I spend too much time in meetings.						44.6%
In my school, there is adequate support for special education students.						25.0%
Participants	33	40	32	36	49 out of 85	56 out of 87
Principal	Joshua R. Wasilewski	Joshua R. Wasilewski	Rick Wilson	Lisa Smithson	Lisa Smithson	Lisa Smithson