

| Harpers Choice MS | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 |
|---|---------------|---------------|---------------|---------------|---------------|
| Overall, morale at my school/worksite is good. | 18.0% | 10.8% | 33.3% | 64.1% | 39.7% |
| There is an atmosphere of open communication and trust in my school/worksite. | 24.0% | 21.6% | 46.7% | 57.9% | 57.5% |
| I personally feel successful in my work. | 78.0% | 81.1% | 69.0% | 81.6% | 72.6% |
| I feel involved in decision-making at my school/worksite. | 30.6% | 38.9% | 55.2% | 55.3% | 44.9% |
| I want to be involved in decision-making at my school/worksite. | 100.0% | 100.0% | 100.0% | 89.5% | 89.7% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 49.0% | 51.4% | 70.0% | 69.2% | 72.2% |
| In my school/worksite, I am treated as a professional | 64.0% | 75.7% | 76.7% | 89.7% | 84.9% |
| There is good teamwork among staff in my school/worksite. | 53.1% | 58.3% | 63.3% | 9.2% | 65.3% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 71.4% | 75.0% | 71.4% | 88.6% | 75.8% |
| My working environment (i.e. safety, cleanliness) is conducive to success | 78.0% | 70.3% | 56.7% | 63.2% | 51.4% |
| My work performance is evaluated fairly. | 77.8% | 86.5% | 72.4% | 72.2% | 84.5% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 70.8% | 60.0% | 70.0% | 73.0% | 68.1% |
| I am provided adequate work and storage space to prepare for and do my job. | 90.0% | 97.2% | 80.0% | 82.1% | 78.6% |
| My administrators/supervisors respect the negotiated contracts | 84.0% | 91.7% | 86.7% | 92.1% | 94.4% |
| My planning time is respected by my school administrators/supervisors | 88.4% | 93.1% | 85.2% | 100.0% | 89.8% |
| In my school, administrators/supervisors support me in enforcing discipline | 37.5% | 27.3% | 24.1% | 47.2% | 41.2% |
| In my school, student misbehavior interferes with learning. | 79.2% | 86.5% | 93.3% | 81.1% | 90.4% |
| Too much instructional time is spent administering assessments. | 71.1% | 84.4% | 77.8% | 61.8% | 57.6% |
| HCPSS professional development experiences are meaningful and worthwhile | 53.2% | 50.0% | 44.8% | 45.9% | 60.0% |
| Increased workload has contributed to a decline in my morale. | 55.1% | 48.6% | 43.3% | 24.3% | 41.2% |
| I am paid fairly. | 44.0% | 52.8% | 70.0% | 71.1% | 56.3% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 52.2% | 34.3% | 31.0% | 87.2% | 83.1% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 38.3% | 38.9% | 69.0% | 73.7% | 85.3% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 91.7% | 89.2% | 93.1% | 91.7% | 93.0% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 74.5% | 64.9% | 53.6% | 69.2% | 73.5% |
| In my position, I receive appropriate and adequate support and training | 78.0% | 75.7% | 73.3% | 71.1% | 74.6% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 16.3% | 31.4% | 23.3% | 11.1% | 6.0% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 12.0% | 6.7% | 20.7% | 5.7% | 4.4% |
| In the last 12 months, I have experienced harassing behavior from parents | 30.0% | 33.3% | 41.4% | 26.5% | 22.4% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 22.6% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 88.7% |
| Participants | 50 | 37 | 30 | 39 | 73 out of 81 |
| Principal | Adam Eldridge | Adam Eldridge | Adam Eldridge | Adam Eldridge | Adam Eldridge |