

Manor Woods ES	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	91.7%	93.0%	75.6%	66.1%	27.3%
There is an atmosphere of open communication and trust in my school/worksite.	89.6%	88.4%	88.1%	67.9%	22.7%
I personally feel successful in my work.	87.5%	90.7%	90.5%	89.3%	79.5%
I feel involved in decision-making at my school/worksite.	83.3%	78.6%	81.0%	48.2%	36.6%
I want to be involved in decision-making at my school/worksite.	95.8%	90.2%	95.2%	94.6%	95.2%
In my school/worksite, I can speak openly about important issues without fear of repercussions	85.4%	90.7%	82.9%	83.6%	50.0%
In my school/worksite, I am treated as a professional	91.7%	95.3%	92.9%	92.9%	75.0%
There is good teamwork among staff in my school/worksite.	87.5%	88.4%	88.1%	82.1%	67.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	87.0%	80.0%	87.5%	84.9%	59.5%
My working environment (i.e. safety, cleanliness) is conducive to success	85.1%	48.8%	64.3%	32.7%	43.2%
My work performance is evaluated fairly.	93.8%	90.5%	95.2%	94.6%	81.8%
I am provided adequate time during the workday to plan, prepare for and do my job.	33.3%	35.7%	34.1%	41.8%	34.1%
I am provided adequate work and storage space to prepare for and do my job.	78.7%	81.4%	73.8%	66.7%	77.3%
My administrators/supervisors respect the negotiated contracts	97.9%	95.3%	100.0%	98.2%	90.9%
My planning time is respected by my school administrators/supervisors	88.4%	94.6%	86.8%	81.6%	71.1%
In my school, administrators/supervisors support me in enforcing discipline	86.0%	85.4%	80.0%	92.0%	53.7%
In my school, student misbehavior interferes with learning.	19.6%	39.5%	43.6%	38.9%	47.6%
Too much instructional time is spent administering assessments.	75.6%	87.5%	80.0%	58.8%	70.0%
HCPSS professional development experiences are meaningful and worthwhile	54.2%	50.0%	43.9%	55.4%	48.8%
Increased workload has contributed to a decline in my morale.	80.9%	74.4%	71.4%	69.6%	79.1%
I am paid fairly.	40.4%	41.9%	46.3%	48.2%	36.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	42.6%	11.6%	7.3%	98.2%	90.9%
I have confidence in the leadership exhibited by the Howard County Board of Education.	47.9%	9.8%	65.0%	90.7%	88.6%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.4%	92.9%	92.7%	98.1%	93.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	74.5%	71.4%	72.5%	80.4%	68.2%
In my position, I receive appropriate and adequate support and training	72.9%	71.4%	65.9%	81.8%	56.8%
In the last 12 months, I have experienced harassing behavior from colleagues	9.1%	10.3%	9.5%	5.7%	27.9%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	9.1%	2.6%	5.1%	1.9%	9.1%
In the last 12 months, I have experienced harassing behavior from parents	15.6%	28.2%	20.0%	23.1%	22.7%
At my school I spend most of my PIP time on non-instructional activities.					47.2%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					57.6%
Participants	48	43	41	56	44 out of 69
Principal	Jim Weisner	Jim Weisner	Jim Weisner	Carol DeBord	Carol DeBord