

<b>Mt. Hebron HS</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>
Overall, morale at my school/worksite is good.	86.4%	53.0%	9.0%	93.0%	83.5%
There is an atmosphere of open communication and trust in my school/worksite.	84.8%	63.9%	11.4%	86.7%	75.3%
I personally feel successful in my work.	75.8%	50.0%	14.6%	88.0%	84.5%
I feel involved in decision-making at my school/worksite.	90.9%	75.3%	50.6%	68.1%	57.3%
I want to be involved in decision-making at my school/worksite.	39.7%	10.8%	1.1%	83.3%	85.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	58.3%	57.3%	28.6%	76.7%	59.5%
In my school/worksite, I am treated as a professional	74.1%	55.3%	48.1%	93.1%	83.3%
There is good teamwork among staff in my school/worksite.	48.4%	38.8%	24.1%	80.0%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	78.5%	73.2%	54.7%	78.9%	72.6%
My working environment (i.e. safety, cleanliness) is conducive to success	75.4%	67.5%	51.7%	79.7%	72.9%
My work performance is evaluated fairly.	93.1%	76.6%	69.5%	89.3%	83.3%
I am provided adequate time during the workday to plan, prepare for and do my job.	39.7%	28.0%	19.8%	52.9%	40.2%
I am provided adequate work and storage space to prepare for and do my job.	95.5%	85.2%	76.5%	86.3%	79.5%
My administrators/supervisors respect the negotiated contracts	64.5%	58.8%	47.1%	92.0%	91.8%
My planning time is respected by my school administrators/supervisors	78.5%	64.6%	61.4%	86.6%	69.3%
In my school, administrators/supervisors support me in enforcing discipline	90.6%	75.9%	76.4%	80.3%	64.9%
In my school, student misbehavior interferes with learning.	86.4%	78.3%	73.9%	54.3%	65.0%
Too much instructional time is spent administering assessments.	45.3%	38.5%	41.6%	78.5%	72.7%
HCPSS professional development experiences are meaningful and worthwhile	86.2%	85.4%	82.6%	23.9%	27.4%
Increased workload has contributed to a decline in my morale.	43.8%	39.0%	41.0%	60.8%	68.8%
I am paid fairly.	89.1%	88.9%	91.9%	32.0%	37.6%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	78.7%	84.4%	87.1%	87.3%	81.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	71.2%	81.9%	81.6%	80.0%	84.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	31.8%	21.0%	42.7%	97.1%	90.6%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	86.2%	85.2%	97.8%	68.9%	67.1%
In my position, I receive appropriate and adequate support and training	11.5%	18.2%	25.3%	68.0%	67.1%
In the last 12 months, I have experienced harassing behavior from colleagues	5.3%	11.4%	31.0%	21.4%	13.9%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	27.9%	12.0%	60.7%	8.7%	10.0%
In the last 12 months, I have experienced harassing behavior from parents	38.3%	45.5%	74.7%	36.6%	35.0%
At my school I spend most of my PIP time on non-instructional activities.					56.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					60.3%
Participants	66	83	89	75	85 out of 160
Principal	Scott Ruehl	Andrew Cockley	Andrew Cockley	Joelle Miller	Joelle Miller