

<b>Reservior 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.	78.8%	71.8%	55.7%	76.0%	#####
There is an atmosphere of open communication and trust in my school/worksite.	66.3%	63.5%	57.6%	64.0%	#####
I personally feel successful in my work.	89.8%	83.5%	86.9%	88.0%	#####
I feel involved in decision-making at my school/worksite.	49.0%	36.6%	41.7%	45.9%	#####
I want to be involved in decision-making at my school/worksite.	88.5%	84.5%	83.6%	86.3%	#####
In my school/worksite, I can speak openly about important issues without fear of repercussions	63.6%	51.8%	43.5%	63.5%	#####
In my school/worksite, I am treated as a professional	82.8%	77.6%	82.3%	83.8%	#####
There is good teamwork among staff in my school/worksite.	77.8%	80.7%	80.6%	70.7%	#####
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.0%	70.5%	74.6%	82.4%	#####
My working environment (i.e. safety, cleanliness) is conducive to success	92.9%	90.6%	88.7%	85.3%	#####
My work performance is evaluated fairly.	77.8%	81.2%	80.0%	87.8%	#####
I am provided adequate time during the workday to plan, prepare for and do my job.	56.8%	50.6%	55.2%	63.5%	#####
I am provided adequate work and storage space to prepare for and do my job.	87.8%	94.0%	93.4%	90.5%	#####
My administrators/supervisors respect the negotiated contracts	94.8%	90.5%	93.5%	90.7%	#####
My planning time is respected by my school administrators/supervisors	95.3%	87.8%	90.6%	90.6%	#####
In my school, administrators/supervisors support me in enforcing discipline	64.8%	67.1%	61.7%	68.1%	#####
In my school, student misbehavior interferes with learning.	52.8%	64.6%	74.2%	66.2%	#####
Too much instructional time is spent administering assessments.	61.4%	78.9%	83.6%	81.4%	#####
HCPSS professional development experiences are meaningful and worthwhile	34.7%	49.4%	30.0%	44.3%	#####
Increased workload has contributed to a decline in my morale.	61.5%	66.7%	59.3%	63.9%	#####
I am paid fairly.	43.4%	29.4%	46.0%	50.7%	#####
I have confidence in the leadership exhibited by the HCPSS Superintendent.	45.4%	22.6%	4.9%	95.9%	#####
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.7%	21.7%	66.1%	86.3%	#####
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	86.6%	90.5%	88.9%	91.9%	#####
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	73.1%	73.5%	60.0%	72.2%	#####
In my position, I receive appropriate and adequate support and training	80.0%	68.7%	69.4%	81.3%	#####
In the last 12 months, I have experienced harassing behavior from colleagues	11.0%	7.6%	15.5%	21.4%	#####
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	9.7%	9.1%	8.3%	11.1%	9.7%
In the last 12 months, I have experienced harassing behavior from parents	31.2%	35.4%	32.8%	29.6%	#####
At my school I spend most of my PIP time on non-instructional activities.					#####
At my school our administrator includes time during PIP for teacher-initiated collaboration.					#####
Participants	99	85	63	75	74 out of 161
Principal	Patrick Sanderson	Patrick Sanderson	Patrick Sanderson	Nelda Sims	Nelda Sims