

| <b>Waterloo ES</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.  | 73.7%           | 94.4%        | 94.1%        | 100.0%       | 100.0%       |
| There is an atmosphere of open communication and trust in my school/worksite.                     | 74.1%           | 88.9%        | 91.2%        | 91.3%        | 97.1%        |
| I personally feel successful in my work.  | 82.5%           | 88.9%        | 97.0%        | 93.3%        | 97.1%        |
| I feel involved in decision-making at my school/worksite.   | 54.7%           | 69.8%        | 81.3%        | 78.3%        | 93.9%        |
| I want to be involved in decision-making at my school/worksite.                                   | 89.3%           | 92.3%        | 93.8%        | 97.8%        | 96.7%        |
| In my school/worksite, I can speak openly about important issues without fear of repercussions    | 77.2%           | 92.6%        | 90.9%        | 88.6%        | 93.9%        |
| In my school/worksite, I am treated as a professional   | 88.9%           | 96.3%        | 97.1%        | 97.8%        | 97.1%        |
| There is good teamwork among staff in my school/worksite.   | 81.0%           | 96.3%        | 91.2%        | 87.0%        | 97.1%        |
| Non-instructional duties are assigned on an equitable basis in my school/worksite                 | 70.9%           | 90.2%        | 83.9%        | 86.7%        | 93.5%        |
| My working environment (i.e. safety, cleanliness) is conducive to success                         | 73.7%           | 81.5%        | 76.5%        | 84.8%        | 82.4%        |
| My work performance is evaluated fairly.  | 83.6%           | 92.3%        | 79.4%        | 91.3%        | 94.1%        |
| I am provided adequate time during the workday to plan, prepare for and do my job.                | 42.1%           | 42.3%        | 55.9%        | 58.7%        | 52.9%        |
| I am provided adequate work and storage space to prepare for and do my job.                       | 94.6%           | 85.2%        | 85.3%        | 84.8%        | 85.3%        |
| My administrators/supervisors respect the negotiated contracts                                    | 89.5%           | 94.2%        | 97.1%        | 95.7%        | 97.1%        |
| My planning time is respected by my school administrators/supervisors                             | 77.6%           | 97.9%        | 96.3%        | 92.7%        | 92.9%        |
| In my school, administrators/supervisors support me in enforcing discipline                       | 83.7%           | 96.0%        | 93.5%        | 90.7%        | 90.0%        |
| In my school, student misbehavior interferes with learning.                                       | 87.0%           | 78.0%        | 72.7%        | 80.0%        | 73.3%        |
| Too much instructional time is spent administering assessments.                                   | 91.8%           | 84.8%        | 84.0%        | 65.8%        | 84.0%        |
| HCPSS professional development experiences are meaningful and worthwhile                          | 56.6%           | 57.4%        | 35.3%        | 51.1%        | 45.5%        |
| Increased workload has contributed to a decline in my morale.                                     | 77.8%           | 55.8%        | 63.6%        | 45.7%        | 44.1%        |
| I am paid fairly.   | 41.4%           | 40.7%        | 35.3%        | 39.1%        | 35.3%        |
| I have confidence in the leadership exhibited by the HCPSS Superintendent.                        | 49.1%           | 29.4%        | 9.1%         | 100.0%       | 100.0%       |
| I have confidence in the leadership exhibited by the Howard County Board of Education.            | 44.4%           | 30.6%        | 71.0%        | 91.1%        | 87.5%        |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).        | 90.4%           | 98.0%        | 82.4%        | 95.7%        | 91.2%        |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 75.5%           | 78.7%        | 80.0%        | 88.4%        | 81.3%        |
| In my position, I receive appropriate and adequate support and training                           | 87.7%           | 75.0%        | 81.3%        | 80.4%        | 81.8%        |
| In the last 12 months, I have experienced harassing behavior from colleagues                      | 13.2%           | 6.0%         | 9.1%         | 7.0%         | 6.1%         |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors.     | 5.9%            | 0.0%         | 6.3%         | 0.0%         | 0.0%         |
| In the last 12 months, I have experienced harassing behavior from parents                         | 30.2%           | 22.0%        | 40.6%        | 22.7%        | 25.0%        |
| At my school I spend most of my PIP time on non-instructional activities.                         |                 |              |              |              | 22.7%        |
| At my school our administrator includes time during PIP for teacher-initiated collaboration.      |                 |              |              |              | 100.0%       |
| Participants  | 58              | 54           | 34           | 46           | 35 out of 94 |
| Principal   | Michelle Leader | Sean Martin  | Sean Martin  | Sean Martin  | Sean Martin  |