

Hammand High School	14-15	15-16	16-17	17-18	18-19	19-20	
Overall, morale at my school/worksite is good.	95.4%	91.1%	98.3%	96.8%	80.4%	82.0%	
There is an atmosphere of open communication and trust in my school/worksite.	92.0%	89.9%	96.5%	93.4%	93.3%	77.5%	
I personally feel successful in my work.	83.0%	83.1%	93.1%	87.1%	84.4%	90.9%	
I feel involved in decision-making at my school/worksite.	66.7%	72.7%	82.5%	72.9%	68.2%	62.9%	
I want to be involved in decision-making at my school/worksite.	90.7%	93.4%	93.0%	96.6%	93.3%	85.3%	
In my school/worksite, I can speak openly about important issues without fear of repercussions	92.0%	84.4%	87.9%	87.1%	84.8%	83.9%	
In my school/worksite, I am treated as a professional	92.0%	86.1%	96.6%	96.8%	97.8%	87.5%	
There is good teamwork among staff in my school/worksite.	93.2%	92.4%	96.6%	93.5%	88.9%	85.2%	
Non-instructional duties are assigned on an equitable basis in my school/worksite	82.6%	78.9%	77.2%	72.4%	78.6%	67.0%	
My working environment (i.e. safety, cleanliness) is conducive to success	72.7%	79.7%	82.5%	64.5%	69.6%	49.4%	
My work performance is evaluated fairly.	87.5%	88.5%	75.4%	86.7%	84.1%	87.6%	
I am provided adequate time during the workday to plan, prepare for and do my job.	37.9%	44.7%	45.5%	56.7%	51.2%	41.8%	
I am provided adequate work and storage space to prepare for and do my job.	77.3%	75.3%	78.9%	83.6%	69.8%	55.0%	
My administrators/supervisors respect the negotiated contracts	97.7%	100.0%	96.6%	98.4%	100.0%	93.2%	
My planning time is respected by my school administrators/supervisors	82.1%	81.8%	84.0%	81.1%	92.1%	71.9%	
In my school, administrators/supervisors support me in enforcing discipline	81.7%	80.8%	79.6%	69.1%	69.0%	59.5%	
In my school, student misbehavior interferes with learning.	80.2%	82.9%	89.5%	79.7%	79.5%	83.1%	
Too much instructional time is spent administering assessments.	79.5%	78.3%	90.2%	86.8%	85.0%	73.8%	
HCPSS professional development experiences are meaningful and worthwhile	38.8%	39.5%	29.6%	36.8%	44.4%	34.8%	
Increased workload has contributed to a decline in my morale.	57.1%	67.6%	66.1%	57.4%	59.1%	60.6%	
I am paid fairly.	48.3%	35.4%	58.6%	53.2%	53.3%	48.8%	
I have confidence in the leadership exhibited by the HCPSS Superintendent.	53.0%	23.4%	12.3%	96.7%	91.3%	74.1%	
I have confidence in the leadership exhibited by the Howard County Board of Education.	42.0%	26.3%	78.9%	83.6%	89.1%	56.1%	
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.2%	90.7%	98.2%	95.1%	91.3%	89.7%	
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	69.4%	65.4%	75.4%	71.7%	63.6%	70.4%	
In my position, I receive appropriate and adequate support and training	75.0%	75.3%	75.4%	75.4%	71.1%	71.2%	
In the last 12 months, I have experienced harassing behavior from colleagues	6.1%	8.5%	5.6%	3.6%	9.8%	11.2%	
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.3%	2.8%	5.5%	1.9%	2.4%	5.8%	
In the last 12 months, I have experienced harassing behavior from parents	30.5%	26.0%	30.9%	39.0%	31.1%	25.8%	
At my school I spend most of my PIP time on non-instructional activities.					58.3%	34.0%	
At my school our administrator includes time during PIP for teacher-initiated collaboration.					75.0%	48.3%	
In my school, I spend too much time in meetings.						31.4%	
In my school, there is adequate support for special education students.						43.8%	
Participants	88	79	58	62	47 out of 157	89 out of 154	
Principal	Marcy Leonard	Marcy Leonard	Marcy Leonard	John DiPaula	John DiPaula	John DiPaula	