

<b>Patapsco Middle School</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>
Overall, morale at my school/worksite is good.	61.0%	53.2%	36.8%	64.7%	96.9%	86.5%
There is an atmosphere of open communication and trust in my school/worksite.	69.0%	51.1%	39.5%	65.7%	100.0%	92.3%
I personally feel successful in my work.	78.6%	80.9%	86.8%	91.4%	100.0%	96.1%
I feel involved in decision-making at my school/worksite.	57.1%	44.4%	37.8%	42.9%	86.7%	76.9%
I want to be involved in decision-making at my school/worksite.	85.4%	71.1%	84.2%	70.6%	87.1%	80.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	61.9%	57.4%	42.1%	54.3%	87.5%	94.1%
In my school/worksite, I am treated as a professional	78.6%	70.2%	81.6%	80.0%	100.0%	94.2%
There is good teamwork among staff in my school/worksite.	92.9%	80.9%	86.8%	88.6%	96.9%	96.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite	67.5%	73.3%	77.1%	87.9%	76.7%	67.3%
My working environment (i.e. safety, cleanliness) is conducive to success	90.0%	80.9%	73.7%	74.3%	90.3%	86.5%
My work performance is evaluated fairly.	75.6%	67.4%	71.1%	71.4%	87.1%	82.6%
I am provided adequate time during the workday to plan, prepare for and do my job.	35.7%	26.1%	23.7%	37.1%	54.8%	42.3%
I am provided adequate work and storage space to prepare for and do my job.	92.9%	80.9%	89.5%	85.7%	87.5%	92.3%
My administrators/supervisors respect the negotiated contracts	87.8%	84.8%	86.5%	85.3%	100.0%	98.0%
My planning time is respected by my school administrators/supervisors	65.8%	66.7%	67.6%	66.7%	85.7%	70.0%
In my school, administrators/supervisors support me in enforcing discipline	82.1%	78.3%	73.7%	69.7%	100.0%	88.4%
In my school, student misbehavior interferes with learning.	39.0%	54.3%	44.7%	47.1%	62.5%	54.9%
Too much instructional time is spent administering assessments.	90.0%	81.8%	77.8%	70.0%	71.4%	69.2%
HCPSS professional development experiences are meaningful and worthwhile	42.9%	54.3%	31.6%	27.3%	59.4%	40.3%
Increased workload has contributed to a decline in my morale.	85.4%	76.7%	83.8%	66.7%	58.6%	58.8%
I am paid fairly.	57.1%	43.5%	48.6%	60.0%	46.9%	47.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	57.5%	21.7%	8.3%	97.1%	100.0%	76.9%
I have confidence in the leadership exhibited by the Howard County Board of Education.	45.9%	33.3%	51.5%	87.9%	93.1%	55.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.4%	89.1%	88.9%	100.0%	100.0%	86.5%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	81.6%	79.5%	80.0%	73.5%	87.1%	78.8%
In my position, I receive appropriate and adequate support and training	63.4%	63.8%	72.2%	82.9%	83.9%	75.0%
In the last 12 months, I have experienced harassing behavior from colleagues	2.4%	6.8%	13.5%	2.9%	3.4%	3.8%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.5%	11.4%	7.9%	5.9%	0.0%	3.8%
In the last 12 months, I have experienced harassing behavior from parents	29.3%	18.2%	27.0%	29.4%	34.5%	25.0%
At my school I spend most of my PIP time on non-instructional activities.					32.0%	18.0%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					96.2%	75.0%
In my school, I spend too much time in meetings.						56.8%
In my school, there is adequate support for special education students.						21.5%
Participants	42	47	38	35	33 out of 74	52 out of 72
Principal	Cynthia Dillon	Cynthia Dillon	Cynthia Dillon	Cynthia Dillon	Mike Babe	Mike Babe