

Reservior HS	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	78.8%	71.8%	55.7%	76.0%	63.5%	48.4%
There is an atmosphere of open communication and trust in my school/worksite.	66.3%	63.5%	57.6%	64.0%	60.8%	50.5%
I personally feel successful in my work.	89.8%	83.5%	86.9%	88.0%	86.5%	83.8%
I feel involved in decision-making at my school/worksite.	49.0%	36.6%	41.7%	45.9%	50.0%	41.4%
I want to be involved in decision-making at my school/worksite.	88.5%	84.5%	83.6%	86.3%	90.4%	80.6%
In my school/worksite, I can speak openly about important issues without fear of repercussions	63.6%	51.8%	43.5%	63.5%	62.0%	61.6%
In my school/worksite, I am treated as a professional	82.8%	77.6%	82.3%	83.8%	85.1%	77.7%
There is good teamwork among staff in my school/worksite.	77.8%	80.7%	80.6%	70.7%	74.3%	60.2%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.0%	70.5%	74.6%	82.4%	77.6%	64.6%
My working environment (i.e. safety, cleanliness) is conducive to success	92.9%	90.6%	88.7%	85.3%	93.2%	88.8%
My work performance is evaluated fairly.	77.8%	81.2%	80.0%	87.8%	87.7%	84.6%
I am provided adequate time during the workday to plan, prepare for and do my job.	56.8%	50.6%	55.2%	63.5%	49.3%	51.5%
I am provided adequate work and storage space to prepare for and do my job.	87.8%	94.0%	93.4%	90.5%	94.6%	86.8%
My administrators/supervisors respect the negotiated contracts	94.8%	90.5%	93.5%	90.7%	95.9%	85.8%
My planning time is respected by my school administrators/supervisors	95.3%	87.8%	90.6%	90.6%	84.4%	62.2%
In my school, administrators/supervisors support me in enforcing discipline	64.8%	67.1%	61.7%	68.1%	77.9%	49.4%
In my school, student misbehavior interferes with learning.	52.8%	64.6%	74.2%	66.2%	69.6%	73.4%
Too much instructional time is spent administering assessments.	61.4%	78.9%	83.6%	81.4%	87.1%	64.6%
HCPSS professional development experiences are meaningful and worthwhile	34.7%	49.4%	30.0%	44.3%	39.4%	31.3%
Increased workload has contributed to a decline in my morale.	61.5%	66.7%	59.3%	63.9%	66.7%	63.6%
I am paid fairly.	43.4%	29.4%	46.0%	50.7%	43.2%	53.5%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	45.4%	22.6%	4.9%	95.9%	86.3%	69.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.7%	21.7%	66.1%	86.3%	85.7%	53.6%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	86.6%	90.5%	88.9%	91.9%	91.7%	87.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	73.1%	73.5%	60.0%	72.2%	67.1%	64.2%
In my position, I receive appropriate and adequate support and training	80.0%	68.7%	69.4%	81.3%	65.8%	59.6%
In the last 12 months, I have experienced harassing behavior from colleagues	11.0%	7.6%	15.5%	21.4%	12.5%	16.4%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	9.7%	9.1%	8.3%	11.1%	9.7%	10.2%
In the last 12 months, I have experienced harassing behavior from parents	31.2%	35.4%	32.8%	29.6%	35.6%	30.6%
At my school I spend most of my PIP time on non-instructional activities.					43.3%	23.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					56.7%	33.6%
In my school, I spend too much time in meetings.						36.7%
In my school, there is adequate support for special education students.						43.4%
Participants	99	85	63	75	74 out of 161	99 out of 159
Principal	Patrick Saunderson	Patrick Saunderson	Patrick Saunderson	Nelda Sims	Nelda Sims	Nelda Sims