

| Thunder Hill ES | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 |
|---|---------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Overall, morale at my school/worksite is good. | 74.1% | 51.4% | 50.0% | 65.7% | 18.2% | 24.2% |
| There is an atmosphere of open communication and trust in my school/worksite. | 81.5% | 48.6% | 64.3% | 51.4% | 18.2% | 29.4% |
| I personally feel successful in my work. | 85.2% | 91.4% | 85.7% | 91.4% | 100.0% | 73.5% |
| I feel involved in decision-making at my school/worksite. | 73.1% | 51.4% | 53.8% | 57.6% | 65.0% | 55.8% |
| I want to be involved in decision-making at my school/worksite. | 88.5% | 82.4% | 77.8% | 90.9% | 77.3% | 75.7% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 77.8% | 48.6% | 64.3% | 60.0% | 38.1% | 50.0% |
| In my school/worksite, I am treated as a professional | 96.2% | 77.1% | 82.1% | 80.0% | 95.2% | 72.7% |
| There is good teamwork among staff in my school/worksite. | 81.5% | 71.4% | 92.9% | 77.1% | 63.6% | 64.7% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 81.0% | 65.6% | 53.8% | 78.8% | 57.9% | 60.6% |
| My working environment (i.e. safety, cleanliness) is conducive to success | 88.9% | 71.4% | 71.4% | 76.5% | 50.0% | 52.9% |
| My work performance is evaluated fairly. | 77.8% | 76.5% | 85.2% | 85.7% | 90.9% | 87.8% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 40.7% | 31.3% | 29.6% | 38.2% | 45.5% | 38.2% |
| I am provided adequate work and storage space to prepare for and do my job. | 77.8% | 88.6% | 92.3% | 82.4% | 81.8% | 82.3% |
| My administrators/supervisors respect the negotiated contracts | 100.0% | 82.9% | 81.5% | 90.9% | 81.8% | 87.8% |
| My planning time is respected by my school administrators/supervisors | 79.2% | 50.0% | 61.9% | 74.1% | 76.2% | 61.7% |
| In my school, administrators/supervisors support me in enforcing discipline | 100.0% | 75.0% | 37.0% | 58.8% | 40.9% | 32.3% |
| In my school, student misbehavior interferes with learning. | 57.7% | 50.0% | 74.1% | 87.5% | 81.0% | 88.2% |
| Too much instructional time is spent administering assessments. | 100.0% | 87.5% | 73.1% | 64.5% | 68.4% | 47.0% |
| HCPSS professional development experiences are meaningful and worthwhile | 59.3% | 61.8% | 38.5% | 42.4% | 36.4% | 35.2% |
| Increased workload has contributed to a decline in my morale. | 84.6% | 63.6% | 68.0% | 67.6% | 71.4% | 88.2% |
| I am paid fairly. | 42.3% | 34.3% | 40.7% | 51.4% | 50.0% | 50.0% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 29.2% | 17.6% | 11.1% | 94.3% | 77.3% | 38.2% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 17.4% | 20.6% | 78.6% | 91.2% | 86.4% | 23.5% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 96.0% | 94.3% | 100.0% | 97.0% | 95.5% | 82.3% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 84.6% | 78.8% | 76.9% | 84.8% | 81.0% | 64.7% |
| In my position, I receive appropriate and adequate support and training | 92.6% | 79.4% | 74.1% | 85.3% | 86.4% | 55.8% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 14.8% | 18.2% | 3.7% | 8.8% | 9.5% | 14.7% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 3.7% | 6.1% | 20.0% | 3.0% | 4.8% | 5.8% |
| In the last 12 months, I have experienced harassing behavior from parents | 22.2% | 18.2% | 11.5% | 25.7% | 23.8% | 17.6% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 18.8% | 20.5% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 64.3% | 21.2% |
| In my school, I spend too much time in meetings. | | | | | | 82.3% |
| In my school, there is adequate support for special education students. | | | | | | 0.0% |
| Participants | 27 | 35 | 28 | 35 | 23 out of 75 | 34 out of 64 |
| Principal | John T. Birus | Marti Bowen Miller | Marti Bowen Miller | Marti Bowen Miller | Marti Bowen Miller | Marti Bowen Miller |