

Atholton High School	14-15	15-16	16-17	17-18	18-19	19-20	
Overall, morale at my school/worksite is good.	48.7%	60.9%	30.3%	38.6%	90.8%	73.8%	
There is an atmosphere of open communication and trust in my school/worksite.	46.1%	56.9%	25.8%	33.3%	80.3%	69.6%	
I personally feel successful in my work.	85.5%	86.2%	84.8%	89.5%	88.2%	86.5%	
I feel involved in decision-making at my school/worksite.	41.9%	38.1%	23.1%	29.8%	65.8%	55.0%	
I want to be involved in decision-making at my school/worksite.	92.0%	85.7%	88.7%	83.9%	86.8%	81.8%	
In my school/worksite, I can speak openly about important issues without fear of repercussions	61.3%	59.7%	40.9%	46.3%	77.0%	64.0%	
In my school/worksite, I am treated as a professional	69.7%	72.3%	64.6%	65.5%	89.3%	85.2%	
There is good teamwork among staff in my school/worksite.	67.1%	68.8%	65.1%	69.1%	78.9%	77.9%	
Non-instructional duties are assigned on an equitable basis in my school/worksite	74.3%	82.0%	71.0%	72.7%	86.1%	75.0%	
My working environment (i.e. safety, cleanliness) is conducive to success	76.3%	81.0%	71.2%	85.5%	90.8%	89.8%	
My work performance is evaluated fairly.	75.3%	58.7%	67.7%	60.7%	80.6%	80.6%	
I am provided adequate time during the workday to plan, prepare for and do my job.	50.0%	42.2%	42.4%	55.6%	54.7%	59.5%	
I am provided adequate work and storage space to prepare for and do my job.	81.6%	87.7%	90.9%	93.0%	89.5%	90.9%	
My administrators/supervisors respect the negotiated contracts	82.4%	84.4%	73.8%	83.6%	97.3%	92.0%	
My planning time is respected by my school administrators/supervisors	76.7%	70.2%	72.1%	84.0%	93.0%	78.4%	
In my school, administrators/supervisors support me in enforcing discipline	63.2%	63.8%	46.8%	41.2%	88.4%	61.3%	
In my school, student misbehavior interferes with learning.	51.4%	29.8%	65.6%	58.9%	36.1%	55.0%	
Too much instructional time is spent administering assessments.	77.9%	87.1%	80.6%	80.4%	75.7%	65.5%	
HCPSS professional development experiences are meaningful and worthwhile	37.7%	32.3%	21.5%	25.0%	52.8%	39.0%	
Increased workload has contributed to a decline in my morale.	73.7%	76.2%	73.4%	68.5%	65.8%	66.2%	
I am paid fairly.	41.9%	32.3%	38.5%	57.9%	59.2%	51.4%	
I have confidence in the leadership exhibited by the HCPSS Superintendent.	28.2%	3.3%	3.2%	92.7%	94.6%	67.8%	
I have confidence in the leadership exhibited by the Howard County Board of Education.	27.8%	8.5%	72.3%	77.8%	91.5%	47.1%	
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	83.8%	90.5%	100.0%	87.0%	100.0%	92.0%	
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	65.7%	56.9%	57.4%	61.1%	76.4%	67.4%	
In my position, I receive appropriate and adequate support and training	59.2%	62.5%	57.8%	67.9%	77.6%	68.1%	
In the last 12 months, I have experienced harassing behavior from colleagues	21.4%	21.7%	21.5%	13.2%	9.6%	5.6%	
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10.1%	21.0%	16.9%	17.0%	9.7%	8.9%	
In the last 12 months, I have experienced harassing behavior from parents	37.8%	42.9%	39.1%	44.4%	42.1%	32.9%	
At my school I spend most of my PIP time on non-instructional activities.					18.8%	17.4%	
At my school our administrator includes time during PIP for teacher-initiated collaboration.					66.1%	56.8%	
In my school, I spend too much time in meetings.						20.4%	
In my school, there is adequate support for special education students.						31.8%	
Participants	76	65	66	57	76 out of 141	89 out of 139	
Principal	Jennifer M. Clements	JoAnn Hutchens	JoAnn Hutchens	JoAnn Hutchens	Robert Motley	Robert Motley	