| Patuxent Valley MS |  | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 | 21-22 | $\begin{array}{\|c\|} \hline 21-22 \\ \text { Overall- MS } \end{array}$ | $21-22$ <br> Overall-All |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Overall, morale at my school/worksite is good. |  | 38.6\% | 29.4\% | 80.0\% | 54.5\% | 74.0\% | 60.6\% | 23.8\% | 40.0\% | 48.1\% |
| There is an atmosphere of open communication and trust in my school/worksite. |  | 34.9\% | 32.4\% | 80.0\% | 45.5\% | 66.0\% | 56.9\% | 36.5\% | 55.8\% | 65.0\% |
| I personally feel successful in my work. |  | 72.7\% | 79.4\% | 80.0\% | 71.9\% | 74.0\% | 80.6\% | 71.0\% | 73.6\% | 75.2\% |
| I feel involved in decision-making at my school/worksite. |  | 38.6\% | 27.3\% | 71.4\% | 50.0\% | 68.8\% | 50.7\% | 42.4\% | 47.9\% | 54.5\% |
| I want to be involved in decision-making at my school/worksite. |  | 93.2\% | 84.8\% | 94.1\% | 86.7\% | 79.6\% | 81.5\% | 91.5\% | 85.4\% | 88.7\% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions |  | 41.9\% | 58.8\% | 82.9\% | 42.4\% | 76.0\% | 63.6\% | 48.4\% | 62.2\% | 69.9\% |
| In my school/worksite, I am treated as a professional |  | 79.1\% | 79.4\% | 90.9\% | 72.7\% | 87.8\% | 82.0\% | 85.7\% | 79.5\% | 85.0\% |
| There is good teamwork among staff in my school/worksite. |  | 69.8\% | 70.6\% | 80.0\% | 69.7\% | 76.0\% | 73.1\% | 69.4\% | 82.6\% | 83.4\% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite |  | 64.3\% | 78.8\% | 91.4\% | 77.4\% | 80.9\% | 68.1\% | 71.2\% | 65.8\% | 72.3\% |
| My working enviornment (i.e. safety, cleanliness) is conductive to success |  | 69.8\% | 39.4\% | 60.0\% | 65.6\% | 82.0\% | 88.0\% | 56.5\% | 63.6\% | 65.1\% |
| My work performance is evaluated fairly. |  | 65.9\% | 70.6\% | 77.1\% | 78.8\% | 91.8\% | 86.3\% | 88.1\% | 86.4\% | 89.2\% |
| I am provided adequate time during the workday to plan, prepare for and do my job. |  | 37.2\% | 38.2\% | 57.1\% | 46.9\% | 50.0\% | 56.7\% | 42.6\% | 36.5\% | 44.2\% |
| 1 am provided adequate work and storage space to prepare for and do my job. |  | 86.4\% | 97.1\% | 85.7\% | 93.8\% | 94.0\% | 90.9\% | 85.7\% | 83.8\% | 83.2\% |
| My administrators/supervisors respect the negotiated contracts |  | 86.4\% | 93.9\% | 97.1\% | 90.6\% | 95.9\% | 86.5\% | 85.5\% | 91.7\% | 91.9\% |
| My planning time is respected by my school administrators/supervisors |  | 76.3\% | 77.4\% | 76.5\% | 76.7\% | 74.5\% | 77.6\% | 72.2\% | 75.9\% | 83.6\% |
| In my school, administrators/supervisors support me in enforcing discipline |  | 45.2\% | 25.0\% | 67.6\% | 45.2\% | 63.3\% | 56.0\% | 50.0\% | 63.9\% | 72.0\% |
| In my school, student misbehavior interferes with learning. |  | 86.0\% | 82.4\% | 82.4\% | 83.9\% | 86.0\% | 86.5\% | 88.5\% | 65.0\% | 63.5\% |
| Too much instructional time is spent administering assessments. |  | 90.2\% | 75.0\% | 71.0\% | 62.1\% | 56.3\% | 55.2\% | 57.7\% | 60.8\% | 66.7\% |
| HCPSS professional development experiences are meaningful and worthwhile |  | 65.1\% | 40.6\% | 45.7\% | 61.3\% | 46.0\% | 59.0\% | 38.7\% | 37.8\% | 39.6\% |
| Increased workload has contributed to a decline in my morale. |  | 79.1\% | 85.3\% | 67.6\% | 58.1\% | 43.8\% | 50.0\% | 78.7\% | 81.8\% | 79.4\% |
| I am paid fairly. |  | 43.2\% | 48.5\% | 68.6\% | 56.3\% | 50.0\% | 52.2\% | 40.3\% | 37.0\% | 33.7\% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. |  | 44.2\% | 17.6\% | 18.2\% | 93.8\% | 87.5\% | 77.6\% | 53.4\% | 41.4\% | - $43.7 \%$ |
| I have confidence in the leadership exhibited by the Howard County Board of Education. |  | 39.0\% | 17.6\% | 62.5\% | 97.0\% | 84.0\% | 63.6\% | 36.8\% | 27.0\% | 27.9\% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). |  | 90.9\% | 84.8\% | 94.1\% | 93.5\% | 90.0\% | 84.8\% | 84.7\% | 85.2\% | 86.2\% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education |  | 66.7\% | 54.8\% | 67.6\% | 78.1\% | 72.3\% | 68.1\% | 67.8\% | 67.7\% | 70.9\% |
| In my position, I receive appropriate and adequate support and training |  | 70.5\% | 58.8\% | 82.9\% | 84.8\% | 73.5\% | 76.1\% | 72.6\% | 69.0\% | 70.0\% |
| In the last 12 months, I have experienced harassing behavior from colleagues |  | 21.4\% | 21.9\% | 8.8\% | 30.0\% | 10.6\% | 15.3\% | 10.0\% | 8.7\% | 8.6\% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. |  | 18.6\% | 18.2\% | 12.1\% | 32.1\% | 10.4\% | 13.4\% | 8.3\% | 7.7\% | 6.1\% |
| In the last 12 months, I have experienced harassing behavior from parents |  | 44.2\% | 39.4\% | 44.1\% | 43.3\% | 33.3\% | 29.8\% | 28.3\% | 26.9\% | 23.7\% |
| At my school I spend most of my PIP time on non-instructional activities. |  |  |  |  |  | 44.4\% | 19.4\% | 41.7\% | 43.8\% | 37.9\% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. |  |  |  |  |  | 91.9\% | 64.1\% | 70.0\% | 73.3\% | 74.6\% |
| In my school, I spend too much time in meetings. |  |  |  |  |  |  | 40.3\% | 25.9\% | 35.0\% | 34.9\% |
| In my school, there is adequate support for special education students. |  |  |  |  |  |  | 37.3\% | 33.9\% | 35.7\% | 33.8\% |
|  | Participants | 44 | 34 | 35 | 33 | 50 out of 78 | 67 out of 79 | 63 out of 82 |  |  |
|  | Principal |  |  |  |  |  |  |  |  |  |

