

<b>Burleigh Manor MS</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.	92.5%	91.7%	45.5%	20.0%	84.0%	72.2%
There is an atmosphere of open communication and trust in my school/worksite.	87.5%	91.7%	60.6%	31.1%	84.0%	70.2%
I personally feel successful in my work.	87.5%	88.9%	78.8%	93.3%	100.0%	86.1%
I feel involved in decision-making at my school/worksite.	64.1%	65.7%	43.8%	36.4%	64.0%	69.4%
I want to be involved in decision-making at my school/worksite.	78.9%	81.8%	90.6%	86.0%	84.0%	86.4%
In my school/worksite, I can speak openly about important issues without fear of repercussions	82.5%	88.9%	69.7%	51.1%	92.0%	81.0%
In my school/worksite, I am treated as a professional	90.0%	94.4%	75.8%	68.9%	92.0%	89.1%
There is good teamwork among staff in my school/worksite.	84.6%	80.6%	71.9%	60.0%	84.0%	83.7%
Non-instructional duties are assigned on an equitable basis in my school/worksite	78.4%	82.4%	71.9%	58.9%	82.6%	72.9%
My working environment (i.e. safety, cleanliness) is conducive to success	95.0%	91.4%	71.9%	77.8%	79.2%	72.9%
My work performance is evaluated fairly.	64.1%	66.7%	69.0%	68.9%	91.3%	86.4%
I am provided adequate time during the workday to plan, prepare for and do my job.	57.5%	42.4%	56.9%	52.3%	52.0%	43.2%
I am provided adequate work and storage space to prepare for and do my job.	72.5%	91.4%	78.8%	80.0%	76.0%	81.0%
My administrators/supervisors respect the negotiated contracts	92.5%	100.0%	87.9%	93.3%	100.0%	91.8%
My planning time is respected by my school administrators/supervisors	90.9%	100.0%	82.1%	84.6%	78.3%	78.3%
In my school, administrators/supervisors support me in enforcing discipline	83.3%	87.5%	79.3%	36.6%	82.6%	75.6%
In my school, student misbehavior interferes with learning.	19.4%	3.0%	22.6%	79.5%	31.8%	40.5%
Too much instructional time is spent administering assessments.	83.9%	90.9%	84.8%	95.5%	87.5%	72.9%
HCPSS professional development experiences are meaningful and worthwhile	48.7%	45.7%	32.3%	44.4%	26.1%	24.3%
Increased workload has contributed to a decline in my morale.	60.5%	74.3%	81.8%	71.1%	60.9%	67.5%
I am paid fairly.	55.0%	28.6%	30.3%	35.6%	41.7%	48.6%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	46.2%	12.1%	6.1%	77.3%	56.0%	24.3%
I have confidence in the leadership exhibited by the Howard County Board of Education.	27.8%	12.1%	51.6%	72.1%	70.8%	27.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.7%	97.1%	84.4%	93.2%	95.8%	78.3%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	65.8%	63.6%	66.7%	61.0%	72.0%	70.2%
In my position, I receive appropriate and adequate support and training	76.9%	74.3%	84.8%	77.3%	76.0%	81.0%
In the last 12 months, I have experienced harassing behavior from colleagues	5.4%	8.6%	21.1%	9.3%	8.3%	8.1%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	0.0%	0.0%	4.7%	0.0%	0.0%
In the last 12 months, I have experienced harassing behavior from parents	25.0%	25.7%	31.3%	32.6%	20.8%	27.7%
At my school I spend most of my PIP time on non-instructional activities.					50.0%	28.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					81.0%	69.4%
In my school, I spend too much time in meetings.						55.5%
In my school, there is adequate support for special education students.						30.5%
Participants	40	35	33	45	25 out of 72	37 out of 72
Principal	John DiPaula	John DiPaula	Antoinette Roberson	Antoinette Roberson	Mikaela Lidgard	Mikaela Lidgard