Harpers Choice MS	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	18.0%	10.8%	33.3%	64.1%	39.7%	21.8%
There is an atmosphere of open communication and trust in my school/worksite.	24.0%	21.6%	46.7%	57.9%	57.5%	43.7%
I personally feel successful in my work.	78.0%	81.1%	69.0%	81.6%	72.6%	70.3%
I feel involved in decision-making at my school/worksite.	30.6%	38.9%	55.2%	55.3%	44.9%	46.8%
I want to be involved in decision-making at my school/worksite.	100.0%	100.0%	100.0%	89.5%	89.7%	88.8%
In my school/worksite, I can speak openly about important issues without fear of repercussions	49.0%	51.4%	70.0%	69.2%	72.2%	65.6%
In my school/worksite, I am treated as a professional	64.0%	75.7%	76.7%	89.7%	84.9%	80.9%
There is good teamwork among staff in my school/worksite.	53.1%	58.3%	63.3%	9.2%	65.3%	57.8%
Non-instructional duties are assigned on an equitable basis in my school/worksite	71.4%	75.0%	71.4%	88.6%	75.8%	67.1%
My working enviornment (i.e. safety, cleanliness) is conductive to success	78.0%	70.3%	56.7%	63.2%	51.4%	34.9%
My work performance is evaluated fairly.	77.8%	86.5%	72.4%	72.2%	84.5%	92.1%
I am provided adequate time during the workday to plan, prepare for and do my job.	70.8%	60.0%	70.0%	73.0%	68.1%	70.3%
I am provided adequate work and storage space to prepare for and do my job.	90.0%	97.2%	80.0%	82.1%	78.6%	84.3%
My administrators/supervisors respect the negotiated contracts	84.0%	91.7%	86.7%	92.1%	94.4%	90.4%
My planning time is respected by my school administrators/supervisors	88.4%	93.1%	85.2%	100.0%	89.8%	78.1%
In my school, administrators/supervisors support me in enforcing discipline	37.5%	27.3%	24.1%	47.2%	41.2%	28.1%
In my school, student misbehavior interferes with learning.	79.2%	86.5%	93.3%	81.1%	90.4%	92.1%
Too much instructional time is spent administering assessments.	71.1%	84.4%	77.8%	61.8%	57.6%	41.2%
HCPSS professional development experiences are meaningful and worthwhile	53.2%	50.0%	44.8%	45.9%	60.0%	56.2%
Increased workload has contributed to a decline in my morale.	55.1%	48.6%	43.3%	24.3%	41.2%	41.2%
I am paid fairly.	44.0%	52.8%	70.0%	71.1%	56.3%	68.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	52.2%	34.3%	31.0%	87.2%	83.1%	68.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.3%	38.9%	69.0%	73.7%	85.3%	53.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.7%	89.2%	93.1%	91.7%	93.0%	93.5%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	74.5%	64.9%	53.6%	69.2%	73.5%	76.1%
In my position, I receive appropriate and adequate support and training	78.0%	75.7%	73.3%	71.1%	74.6%	71.8%
In the last 12 months, I have experienced harassing behavior from colleagues	16.3%	31.4%	23.3%	11.1%	6.0%	6.4%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	12.0%	6.7%	20.7%	5.7%	4.4%	4.8%
In the last 12 months, I have experienced harassing behavior from parents	30.0%	33.3%	41.4%	26.5%	22.4%	22.2%
At my school I spend most of my PIP time on non-instructional activities.					22.6%	17.7%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					88.7%	55.5%
In my school, I spend too much time in meetings.						34.3%
In my school, there is adequate support for special education students.						17.1%
Participants	50	37	30			64 out of 75
	Adam Eldridge					
Principal	Adi	Αď	Adi	Adi	Adi	Adi