Thomas Viaduct MS	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	68.4%	42.1%	45.5%	91.7%	75.0%	44.2%
There is an atmosphere of open communication and trust in my school/worksite.	73.7%	42.1%	31.8%	76.7%	62.3%	48.0%
I personally feel successful in my work.	73.7%	65.8%	77.3%	91.5%	90.2%	78.8%
I feel involved in decision-making at my school/worksite.	52.6%	35.1%	52.3%	86.7%	67.2%	67.3%
I want to be involved in decision-making at my school/worksite.	75.7%	88.9%	81.4%	77.6%	79.7%	76.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	57.9%	27.0%	30.2%	62.7%	63.3%	46.1%
In my school/worksite, I am treated as a professional	92.1%	71.1%	70.5%	93.3%	86.9%	86.5%
There is good teamwork among staff in my school/worksite.	92.1%	94.7%	86.4%	95.0%	98.4%	92.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	78.9%	62.9%	76.2%	77.6%	85.0%	76.9%
My working enviornment (i.e. safety, cleanliness) is conductive to success	89.5%	86.8%	90.7%	88.3%	70.5%	82.6%
My work performance is evaluated fairly.	75.0%	39.5%	52.3%	84.5%	93.4%	76.9%
I am provided adequate time during the workday to plan, prepare for and do my job.	31.6%	40.0%	40.9%	54.2%	59.0%	34.6%
I am provided adequate work and storage space to prepare for and do my job.	94.7%	86.8%	95.3%	89.8%	86.9%	82.6%
My administrators/supervisors respect the negotiated contracts	83.3%	68.4%	88.6%	100.0%	96.7%	92.3%
My planning time is respected by my school administrators/supervisors	69.7%	67.7%	84.2%	91.7%	94.1%	68.6%
In my school, administrators/supervisors support me in enforcing discipline	88.6%	75.0%	81.0%	91.1%	77.6%	73.0%
In my school, student misbehavior interferes with learning.	75.7%	84.2%	81.4%	80.4%	70.7%	80.3%
Too much instructional time is spent administering assessments.	70.6%	70.6%	80.5%	70.6%	48.2%	62.7%
HCPSS professional development experiences are meaningful and worthwhile	75.7%	80.6%	64.3%	67.2%	78.6%	64.7%
Increased workload has contributed to a decline in my morale.	62.2%	69.4%	70.5%	49.1%	52.6%	78.4%
I am paid fairly.	55.3%	57.9%	55.8%	59.3%	59.0%	51.9%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	71.4%	37.8%	11.6%	96.6%	91.8%	73.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	62.2%	44.4%	70.7%	91.1%	81.7%	57.6%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.3%	94.6%	90.9%	94.8%	94.9%	90.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	81.1%	77.8%	76.7%	87.0%	84.7%	69.2%
In my position, I receive appropriate and adequate support and training	78.9%	78.9%	79.1%	87.9%	81.4%	71.1%
In the last 12 months, I have experienced harassing behavior from colleagues	5.4%	5.7%	2.3%	3.6%	8.9%	7.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.7%	28.6%	9.3%	3.5%	8.9%	5.7%
In the last 12 months, I have experienced harassing behavior from parents	2.7%	14.3%	20.5%	16.7%	19.6%	25.0%
At my school I spend most of my PIP time on non-instructional activities.					41.3%	30.7%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					91.5%	71.1%
In my school, I spend too much time in meetings.						58.8%
In my school, there is adequate support for special education students.						35.2%
Participants	38	38	44	67	61 out of 86	52 out of 83
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Principal	Shiney Ann John					
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