

Dunloggin MS	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	86.1%	65.6%	53.8%	52.5%	22.9%	25.0%
There is an atmosphere of open communication and trust in my school/worksite.	75.0%	58.1%	34.6%	38.5%	12.5%	29.1%
I personally feel successful in my work.	83.3%	75.0%	3.1%	80.0%	83.3%	85.4%
I feel involved in decision-making at my school/worksite.	69.4%	56.3%	60.0%	52.5%	29.5%	40.4%
I want to be involved in decision-making at my school/worksite.	91.7%	87.5%	80.0%	92.3%	85.4%	75.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	86.1%	56.3%	64.0%	57.3%	38.3%	41.6%
In my school/worksite, I am treated as a professional	91.7%	84.4%	80.0%	77.5%	57.4%	68.0%
There is good teamwork among staff in my school/worksite.	86.1%	71.9%	53.8%	64.1%	62.5%	66.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	81.8%	69.0%	64.0%	55.3%	57.8%	58.3%
My working environment (i.e. safety, cleanliness) is conducive to success	91.7%	84.4%	80.8%	70.0%	80.9%	70.8%
My work performance is evaluated fairly.	85.7%	81.3%	88.5%	86.8%	81.4%	81.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	63.9%	68.8%	52.0%	66.7%	47.9%	50.0%
I am provided adequate work and storage space to prepare for and do my job.	88.9%	84.4%	80.8%	85.0%	77.1%	79.1%
My administrators/supervisors respect the negotiated contracts	94.4%	96.9%	92.3%	82.5%	85.4%	83.3%
My planning time is respected by my school administrators/supervisors	100.0%	96.6%	95.0%	85.3%	77.3%	56.2%
In my school, administrators/supervisors support me in enforcing discipline	84.4%	50.0%	58.3%	37.8%	43.2%	37.5%
In my school, student misbehavior interferes with learning.	38.2%	56.7%	56.0%	44.7%	63.8%	67.3%
Too much instructional time is spent administering assessments.	85.3%	93.5%	87.5%	67.6%	77.3%	60.4%
HCPSS professional development experiences are meaningful and worthwhile	61.8%	44.8%	45.8%	42.1%	45.5%	44.6%
Increased workload has contributed to a decline in my morale.	62.9%	71.9%	72.0%	62.2%	60.9%	54.1%
I am paid fairly.	52.8%	34.4%	46.2%	55.0%	41.7%	43.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	50.0%	16.1%	12.5%	92.1%	81.3%	67.3%
I have confidence in the leadership exhibited by the Howard County Board of Education.	44.4%	16.1%	69.6%	82.1%	72.7%	43.4%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	86.1%	90.6%	100.0%	89.7%	95.7%	82.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	77.1%	68.8%	53.8%	75.0%	67.4%	62.5%
In my position, I receive appropriate and adequate support and training	82.9%	68.8%	73.1%	70.0%	66.7%	63.8%
In the last 12 months, I have experienced harassing behavior from colleagues	19.4%	23.3%	37.5%	26.3%	25.5%	25.0%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3.2%	9.7%	8.3%	13.2%	19.6%	20.8%
In the last 12 months, I have experienced harassing behavior from parents	25.0%	21.9%	22.7%	28.2%	47.8%	43.7%
At my school I spend most of my PIP time on non-instructional activities.					20.0%	12.7%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					81.3%	52.0%
In my school, I spend too much time in meetings.						12.5%
In my school, there is adequate support for special education students.						37.5%
Participants	36	32	26	40	48 out of 70	48 out of 72
Principal	Jeffery Fink	Jeffery Fink	Jeffery Fink	Jeffery Fink	Antoinette Roberson	Antoinette Roberson