

Glenelg High School	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	67.2%	50.0%	53.3%	44.7%	62.5%	57.5%
There is an atmosphere of open communication and trust in my school/worksite.	72.4%	44.4%	43.2%	36.2%	59.4%	53.1%
I personally feel successful in my work.	96.6%	88.9%	86.7%	89.4%	87.3%	86.2%
I feel involved in decision-making at my school/worksite.	52.6%	42.9%	31.0%	50.0%	42.9%	51.9%
I want to be involved in decision-making at my school/worksite.	87.0%	85.7%	81.0%	83.0%	80.3%	79.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	66.7%	63.9%	35.6%	50.0%	76.6%	75.6%
In my school/worksite, I am treated as a professional	82.8%	77.8%	75.6%	77.1%	85.9%	90.0%
There is good teamwork among staff in my school/worksite.	74.1%	61.1%	62.2%	79.2%	56.3%	72.5%
Non-instructional duties are assigned on an equitable basis in my school/worksite	76.9%	78.8%	59.0%	72.1%	77.4%	60.0%
My working environment (i.e. safety, cleanliness) is conducive to success	89.7%	74.3%	75.0%	79.2%	74.6%	82.5%
My work performance is evaluated fairly.	78.9%	82.9%	81.4%	83.0%	87.5%	88.7%
I am provided adequate time during the workday to plan, prepare for and do my job.	57.9%	50.0%	50.0%	57.4%	51.6%	57.5%
I am provided adequate work and storage space to prepare for and do my job.	82.8%	86.1%	84.4%	91.7%	90.6%	93.7%
My administrators/supervisors respect the negotiated contracts	94.7%	91.7%	86.7%	91.7%	96.8%	93.7%
My planning time is respected by my school administrators/supervisors	95.9%	86.2%	75.0%	86.0%	84.7%	68.3%
In my school, administrators/supervisors support me in enforcing discipline	68.5%	58.1%	59.5%	40.9%	71.7%	57.5%
In my school, student misbehavior interferes with learning.	21.2%	25.9%	36.1%	29.5%	35.5%	28.7%
Too much instructional time is spent administering assessments.	82.7%	93.8%	91.9%	91.1%	91.9%	80.7%
HCPSS professional development experiences are meaningful and worthwhile	27.6%	19.4%	16.7%	28.9%	33.9%	28.7%
Increased workload has contributed to a decline in my morale.	63.0%	77.1%	73.3%	70.2%	72.1%	63.7%
I am paid fairly.	53.4%	44.4%	47.7%	53.2%	54.7%	55.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	42.9%	14.3%	6.7%	100.0%	87.1%	58.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.6%	28.6%	56.8%	80.4%	89.8%	49.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	84.5%	94.1%	93.3%	95.7%	88.5%	82.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	71.7%	61.8%	56.8%	71.7%	77.8%	63.2%
In my position, I receive appropriate and adequate support and training	77.2%	61.1%	63.6%	68.8%	79.4%	66.2%
In the last 12 months, I have experienced harassing behavior from colleagues	15.8%	20.0%	18.6%	18.6%	19.4%	11.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	17.2%	19.4%	20.9%	23.3%	8.1%	7.6%
In the last 12 months, I have experienced harassing behavior from parents	34.0%	38.2%	43.2%	43.2%	39.3%	26.5%
At my school I spend most of my PIP time on non-instructional activities.					39.6%	26.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					41.2%	39.2%
In my school, I spend too much time in meetings.						27.8%
In my school, there is adequate support for special education students.						70.8%
Participants	58	36	45	48	64 out of 117	80 out of 109
Principal	Karl Schindler	Karl Schindler	David P. Burton	David P. Burton	David P. Burton	David P. Burton