

Glenwood Middle School	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	15.6%	91.2%	92.6%	100.0%	78.6%	73.3%
There is an atmosphere of open communication and trust in my school/worksite.	20.5%	79.4%	92.6%	93.3%	64.3%	83.3%
I personally feel successful in my work.	84.4%	94.1%	92.6%	93.3%	78.6%	93.3%
I feel involved in decision-making at my school/worksite.	30.2%	77.4%	65.4%	80.0%	50.0%	72.4%
I want to be involved in decision-making at my school/worksite.	93.0%	96.9%	88.9%	92.9%	91.7%	93.3%
In my school/worksite, I can speak openly about important issues without fear of repercussions	31.1%	66.7%	96.3%	86.7%	71.4%	86.6%
In my school/worksite, I am treated as a professional	55.6%	91.2%	88.9%	93.3%	71.4%	90.0%
There is good teamwork among staff in my school/worksite.	66.7%	94.1%	88.9%	80.0%	85.7%	90.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite	47.4%	81.3%	72.0%	90.9%	58.3%	76.6%
My working environment (i.e. safety, cleanliness) is conducive to success	40.0%	47.1%	44.4%	80.0%	64.3%	66.6%
My work performance is evaluated fairly.	58.1%	66.7%	70.4%	66.7%	71.4%	76.6%
I am provided adequate time during the workday to plan, prepare for and do my job.	42.2%	63.6%	48.1%	73.3%	71.4%	50.0%
I am provided adequate work and storage space to prepare for and do my job.	75.6%	73.5%	76.9%	93.3%	71.4%	80.0%
My administrators/supervisors respect the negotiated contracts	79.5%	96.9%	96.3%	100.0%	92.9%	93.3%
My planning time is respected by my school administrators/supervisors	70.3%	92.0%	83.3%	100.0%	90.0%	73.3%
In my school, administrators/supervisors support me in enforcing discipline	60.5%	89.7%	95.8%	91.7%	83.3%	86.2%
In my school, student misbehavior interferes with learning.	7.3%	11.1%	12.0%	16.7%	23.1%	20.6%
Too much instructional time is spent administering assessments.	92.7%	85.7%	92.3%	80.0%	72.7%	62.0%
HCPSS professional development experiences are meaningful and worthwhile	54.8%	34.4%	16.0%	41.7%	45.5%	34.4%
Increased workload has contributed to a decline in my morale.	67.4%	64.7%	80.8%	46.7%	53.8%	50.0%
I am paid fairly.	48.9%	36.4%	63.0%	53.3%	64.3%	62.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	29.5%	15.2%	3.7%	93.3%	92.9%	63.3%
I have confidence in the leadership exhibited by the Howard County Board of Education.	31.0%	18.2%	68.0%	93.3%	85.7%	53.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	95.1%	88.2%	92.6%	100.0%	92.3%	90.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	69.8%	67.7%	75.0%	92.9%	84.6%	76.6%
In my position, I receive appropriate and adequate support and training	66.7%	76.5%	76.9%	86.7%	71.4%	83.3%
In the last 12 months, I have experienced harassing behavior from colleagues	16.3%	9.7%	0.0%	6.7%	0.0%	10.3%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	11.6%	11.8%	0.0%	0.0%	0.0%	0.0%
In the last 12 months, I have experienced harassing behavior from parents	32.5%	26.5%	33.3%	26.7%	7.1%	13.7%
At my school I spend most of my PIP time on non-instructional activities.					50.0%	33.3%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					81.8%	60.0%
In my school, I spend too much time in meetings.						34.4%
In my school, there is adequate support for special education students.						13.3%
Participants	45	34	27	15	14 out of 54	30 out of 57
Principal	David Brown	Robert A. Motley	Robert A. Motley	Robert A. Motley	Gina Cash	