

Jeffers Hill ES	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	68.0%	62.1%	33.3%	79.3%	33.3%	13.5%
There is an atmosphere of open communication and trust in my school/worksite.	56.0%	44.8%	33.3%	62.1%	27.8%	10.8%
I personally feel successful in my work.	96.0%	93.1%	77.8%	93.1%	66.7%	62.1%
I feel involved in decision-making at my school/worksite.	60.0%	51.7%	37.0%	62.1%	44.4%	24.3%
I want to be involved in decision-making at my school/worksite.	92.0%	96.6%	81.5%	92.9%	88.9%	83.3%
In my school/worksite, I can speak openly about important issues without fear of repercussions	64.0%	37.7%	40.7%	57.1%	16.7%	16.2%
In my school/worksite, I am treated as a professional	88.0%	82.8%	59.3%	82.8%	61.1%	52.7%
There is good teamwork among staff in my school/worksite.	92.0%	89.3%	70.4%	92.9%	72.2%	89.1%
Non-instructional duties are assigned on an equitable basis in my school/worksite	83.3%	74.1%	84.0%	85.7%	81.3%	52.7%
My working environment (i.e. safety, cleanliness) is conducive to success	92.0%	75.9%	77.8%	79.3%	61.1%	45.9%
My work performance is evaluated fairly.	92.0%	82.8%	72.0%	81.5%	77.8%	69.4%
I am provided adequate time during the workday to plan, prepare for and do my job.	76.0%	72.4%	76.9%	71.4%	44.4%	41.6%
I am provided adequate work and storage space to prepare for and do my job.	68.0%	75.9%	72.0%	75.9%	61.1%	61.1%
My administrators/supervisors respect the negotiated contracts	96.0%	96.6%	88.0%	96.6%	77.8%	48.6%
My planning time is respected by my school administrators/supervisors	91.7%	85.2%	84.0%	84.0%	52.9%	59.4%
In my school, administrators/supervisors support me in enforcing discipline	75.0%	65.5%	40.0%	70.4%	33.3%	18.9%
In my school, student misbehavior interferes with learning.	68.0%	65.5%	80.8%	85.2%	94.4%	91.8%
Too much instructional time is spent administering assessments.	66.7%	88.5%	68.0%	73.1%	57.1%	56.7%
HCPSS professional development experiences are meaningful and worthwhile	65.2%	82.8%	76.0%	69.0%	66.7%	51.3%
Increased workload has contributed to a decline in my morale.	64.0%	74.1%	54.2%	53.6%	77.8%	81.0%
I am paid fairly.	37.5%	57.1%	40.7%	62.1%	38.9%	44.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	66.7%	33.3%	11.5%	100.0%	94.4%	40.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	66.7%	35.7%	60.0%	93.1%	76.5%	27.0%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.7%	85.7%	96.2%	93.1%	94.4%	89.1%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	80.0%	79.3%	70.4%	93.1%	66.7%	62.1%
In my position, I receive appropriate and adequate support and training	84.0%	82.8%	74.1%	75.9%	72.2%	37.8%
In the last 12 months, I have experienced harassing behavior from colleagues	12.5%	19.2%	33.3%	3.7%	11.1%	16.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	8.3%	29.6%	29.6%	21.4%	44.4%	35.1%
In the last 12 months, I have experienced harassing behavior from parents	16.7%	18.5%	18.5%	17.9%	16.7%	27.7%
At my school I spend most of my PIP time on non-instructional activities.					20.0%	38.8%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					53.3%	57.1%
In my school, I spend too much time in meetings.						64.8%
In my school, there is adequate support for special education students.						11.4%
Participants	25	29	27	29	18 out of 55	37 out of 51
Principal	Patricia Shifflett	Patricia Shifflett	Patricia Shifflett	Maisha Strong	Maisha Strong	Maisha Strong