

Tridelphia Ridge ES	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	84.2%	92.1%	53.8%	97.4%	96.9%	84.8%
There is an atmosphere of open communication and trust in my school/worksite.	81.6%	92.1%	69.2%	97.4%	96.9%	93.9%
I personally feel successful in my work.	84.2%	92.1%	79.5%	94.7%	81.3%	84.8%
I feel involved in decision-making at my school/worksite.	67.6%	83.3%	73.7%	91.9%	90.3%	78.7%
I want to be involved in decision-making at my school/worksite.	89.5%	94.6%	94.7%	92.1%	96.7%	96.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	84.2%	81.6%	74.4%	94.7%	100.0%	84.8%
In my school/worksite, I am treated as a professional	84.2%	89.5%	79.5%	94.7%	90.6%	96.9%
There is good teamwork among staff in my school/worksite.	81.6%	89.5%	67.6%	97.4%	100.0%	87.8%
Non-instructional duties are assigned on an equitable basis in my school/worksite	60.0%	78.1%	61.8%	91.7%	86.7%	69.7%
My working enviornment (i.e. safety, cleanliness) is conducive to success	97.4%	89.5%	82.1%	89.5%	90.6%	72.7%
My work performance is evaluated fairly.	81.6%	73.7%	79.5%	92.1%	90.6%	97.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	44.7%	55.3%	53.8%	51.4%	53.3%	61.7%
I am provided adequate work and storage space to prepare for and do my job.	78.9%	81.6%	71.8%	73.7%	76.7%	94.1%
My administrators/supervisors respect the negotiated contracts	94.7%	97.4%	89.5%	100.0%	100.0%	96.9%
My planning time is respected by my school administrators/supervisors	88.2%	87.1%	66.7%	97.0%	93.5%	85.2%
In my school, administrators/supervisors support me in enforcing discipline	78.8%	93.3%	88.2%	100.0%	100.0%	85.2%
In my school, student misbehavior interferes with learning.	50.0%	33.3%	48.6%	31.4%	40.0%	41.1%
Too much instructional time is spent administering assessments.	87.9%	89.3%	88.6%	73.5%	60.7%	61.7%
HCPSS professional development experiences are meaningful and worthwhile	55.3%	63.6%	25.0%	44.7%	38.7%	20.5%
Increased workload has contributed to a decline in my morale.	73.7%	62.2%	84.2%	76.3%	74.2%	78.7%
I am paid fairly.	47.4%	34.2%	56.4%	47.4%	50.0%	47.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	39.5%	25.0%	2.6%	100.0%	96.9%	45.4%
I have confidence in the leadership exhibited by the Howard County Board of Education.	43.2%	27.0%	66.7%	92.1%	96.9%	21.2%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	86.5%	88.6%	84.2%	97.4%	96.8%	84.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	72.2%	78.4%	72.2%	86.5%	78.1%	72.7%
In my position, I receive appropriate and adequate support and training	71.1%	86.5%	79.5%	78.9%	90.3%	75.7%
In the last 12 months, I have experienced harassing behavior from colleagues	13.2%	10.8%	25.0%	8.1%	3.3%	0.0%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	0.0%	11.1%	5.4%	0.0%	2.9%
In the last 12 months, I have experienced harassing behavior from parents	24.3%	35.1%	40.5%	21.1%	30.0%	23.5%
At my school I spend most of my PIP time on non-instructional activities.					25.0%	18.7%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					76.9%	65.6%
In my school, I spend too much time in meetings.						48.4%
In my school, there is adequate support for special education students.						23.5%
Participants	38	38	39	38	32 out of 71	34 out of 58
Principal	Peggy Dumler	Lisa Smithson	Lisa Smithson	Tiffany Tresler	Tiffany Tresler	Tiffany Tresler