

| Cedar Lane | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 |
|---|--------------|--------------|--------------|--------------|---------------|
| Overall, morale at my school/worksite is good. | 53.60% | 68.40% | 36.00% | 64.30% | 33.3% |
| There is an atmosphere of open communication and trust in my school/worksite. | 42.90% | 52.60% | 33.30% | 53.60% | 18.2% |
| I personally feel successful in my work. | 82.10% | 83.80% | 76.00% | 100.00% | 58.3% |
| I feel involved in decision-making at my school/worksite. | 63.00% | 69.40% | 52.00% | 62.10% | 58.3% |
| I want to be involved in decision-making at my school/worksite. | 84.60% | 97.30% | 96.00% | 93.10% | 91.7% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 60.70% | 78.90% | 54.50% | 65.50% | 25.0% |
| In my school/worksite, I am treated as a professional | 81.50% | 84.20% | 72.00% | 93.10% | 75.0% |
| There is good teamwork among staff in my school/worksite. | 57.70% | 68.40% | 60.00% | 75.90% | 50.0% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 75.00% | 85.30% | 68.20% | 69.20% | 80.0% |
| My working environment (i.e. safety, cleanliness) is conducive to success | 82.10% | 97.30% | 91.70% | 89.30% | 83.3% |
| My work performance is evaluated fairly. | 77.80% | 82.90% | 71.40% | 85.70% | 75.0% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 42.90% | 61.10% | 50.00% | 64.30% | 72.7% |
| I am provided adequate work and storage space to prepare for and do my job. | 92.90% | 89.20% | 88.00% | 86.20% | 90.0% |
| My administrators/supervisors respect the negotiated contracts | 76.90% | 92.10% | 95.80% | 96.20% | 90.9% |
| My planning time is respected by my school administrators/supervisors | 68.20% | 75.00% | 72.20% | 95.50% | 77.8% |
| In my school, administrators/supervisors support me in enforcing discipline | 70.00% | 82.10% | 68.40% | 87.50% | 80.0% |
| In my school, student misbehavior interferes with learning. | 66.70% | 72.70% | 83.30% | 90.90% | 90.0% |
| Too much instructional time is spent administering assessments. | 63.60% | 47.80% | 42.10% | 44.40% | 50.0% |
| HCPSS professional development experiences are meaningful and worthwhile | 56.00% | 63.90% | 65.20% | 77.80% | 63.6% |
| Increased workload has contributed to a decline in my morale. | 74.10% | 50.00% | 52.40% | 34.60% | 60.0% |
| I am paid fairly. | 50.00% | 45.90% | 62.50% | 64.30% | 45.5% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 63.00% | 51.40% | 17.40% | 92.30% | 100.0% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 60.00% | 51.40% | 60.00% | 88.90% | 100.0% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 88.90% | 88.60% | 88.00% | 88.90% | 100.0% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 76.00% | 72.70% | 82.60% | 92.60% | 70.0% |
| In my position, I receive appropriate and adequate support and training | 61.50% | 71.10% | 75.00% | 72.40% | 66.7% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 25.90% | 23.50% | 28.00% | 38.50% | 41.7% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 3.60% | 6.10% | 16.00% | 3.80% | 30.0% |
| In the last 12 months, I have experienced harassing behavior from parents | 22.20% | 15.20% | 8.00% | 12.50% | 9.1% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 28.6% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 71.4% |
| Participants | 28 | 38 | 25 | 29 | 12 out of 106 |
| Principal | | | | | Paul Owens |