

Clarksville Elementary School	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	65.5%	85.2%	91.7%	96.0%	81.3%
There is an atmosphere of open communication and trust in my school/worksite.	75.9%	77.8%	91.7%	96.0%	81.3%
I personally feel successful in my work.	82.8%	92.6%	75.0%	84.0%	93.8%
I feel involved in decision-making at my school/worksite.	55.6%	62.5%	73.9%	76.0%	75.0%
I want to be involved in decision-making at my school/worksite.	92.9%	88.0%	82.6%	95.8%	100.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	71.4%	70.4%	79.2%	96.0%	81.3%
In my school/worksite, I am treated as a professional	86.2%	77.8%	100.0%	92.0%	87.5%
There is good teamwork among staff in my school/worksite.	79.3%	96.3%	95.8%	96.0%	93.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	82.1%	92.0%	81.8%	100.0%	81.3%
My working environment (i.e. safety, cleanliness) is conducive to success	89.7%	88.9%	87.5%	84.0%	68.8%
My work performance is evaluated fairly.	85.2%	81.0%	100.0%	96.0%	87.5%
I am provided adequate time during the workday to plan, prepare for and do my job.	55.2%	70.4%	47.8%	60.0%	66.7%
I am provided adequate work and storage space to prepare for and do my job.	69.0%	88.9%	87.5%	84.0%	81.3%
My administrators/supervisors respect the negotiated contracts	86.2%	88.9%	100.0%	100.0%	93.8%
My planning time is respected by my school administrators/supervisors	80.0%	83.3%	94.4%	95.2%	85.7%
In my school, administrators/supervisors support me in enforcing discipline	92.6%	96.0%	95.7%	95.8%	93.3%
In my school, student misbehavior interferes with learning.	14.3%	12.0%	20.8%	24.0%	25.0%
Too much instructional time is spent administering assessments.	80.0%	82.6%	66.7%	59.1%	35.7%
HCPSS professional development experiences are meaningful and worthwhile	48.1%	48.1%	34.8%	56.5%	68.8%
Increased workload has contributed to a decline in my morale.	67.9%	38.5%	58.3%	66.7%	62.5%
I am paid fairly.	44.8%	48.1%	50.0%	44.0%	75.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	53.6%	29.2%	12.5%	100.0%	100.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	44.8%	32.0%	57.1%	87.0%	93.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	65.4%	56.0%	66.7%	91.7%	93.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	61.5%	53.8%	54.5%	73.9%	85.7%
In my position, I receive appropriate and adequate support and training	75.0%	63.0%	54.2%	68.0%	93.8%
In the last 12 months, I have experienced harassing behavior from colleagues	18.5%	7.7%	0.0%	8.3%	6.3%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10.7%	11.5%	4.2%	12.5%	6.7%
In the last 12 months, I have experienced harassing behavior from parents	25.9%	19.2%	8.3%	20.0%	12.5%
At my school I spend most of my PIP time on non-instructional activities.					50.0%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					75.0%
Participants	29	27	24	25	16 out of 60
Principal	Kaye Breon	Kaye Breon	Robin Malcotti	Robin Malcotti	Robin Malcotti