

Clemens Crossing Elementary School	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	59.5%	81.4%	56.3%	82.0%	77.1%
There is an atmosphere of open communication and trust in my school/worksite.	56.8%	79.1%	81.3%	62.0%	85.7%
I personally feel successful in my work.	91.7%	93.2%	87.5%	94.0%	88.6%
I feel involved in decision-making at my school/worksite.	38.9%	70.5%	50.0%	71.4%	66.7%
I want to be involved in decision-making at my school/worksite.	97.2%	90.9%	87.1%	85.7%	84.8%
In my school/worksite, I can speak openly about important issues without fear of repercussions	69.4%	79.1%	71.9%	78.0%	77.1%
In my school/worksite, I am treated as a professional	70.3%	86.0%	93.5%	98.0%	88.6%
There is good teamwork among staff in my school/worksite.	81.1%	81.8%	65.6%	88.0%	74.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	74.3%	86.8%	70.0%	80.9%	72.7%
My working environment (i.e. safety, cleanliness) is conducive to success	63.9%	90.9%	68.8%	72.9%	74.3%
My work performance is evaluated fairly.	62.2%	78.6%	83.9%	89.8%	100.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	56.8%	63.6%	50.0%	64.6%	69.7%
I am provided adequate work and storage space to prepare for and do my job.	89.2%	95.3%	93.8%	93.9%	100.0%
My administrators/supervisors respect the negotiated contracts	77.8%	97.7%	96.9%	88.0%	97.1%
My planning time is respected by my school administrators/supervisors	76.5%	87.8%	87.1%	93.0%	90.3%
In my school, administrators/supervisors support me in enforcing discipline	63.6%	85.7%	77.4%	74.5%	87.5%
In my school, student misbehavior interferes with learning.	38.2%	35.0%	20.0%	20.4%	35.3%
Too much instructional time is spent administering assessments.	78.8%	84.2%	73.3%	34.0%	48.4%
HCPSS professional development experiences are meaningful and worthwhile	32.4%	40.5%	16.1%	27.1%	36.4%
Increased workload has contributed to a decline in my morale.	62.2%	58.1%	77.4%	52.1%	54.3%
I am paid fairly.	51.4%	40.9%	65.6%	66.0%	45.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	32.4%	11.6%	3.1%	98.0%	97.1%
I have confidence in the leadership exhibited by the Howard County Board of Education.	25.0%	14.3%	78.1%	85.4%	88.6%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	85.7%	90.7%	96.9%	96.0%	97.1%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	59.4%	78.0%	71.0%	89.6%	82.4%
In my position, I receive appropriate and adequate support and training	88.6%	81.8%	80.6%	82.0%	77.1%
In the last 12 months, I have experienced harassing behavior from colleagues	27.8%	14.3%	18.8%	8.7%	24.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13.9%	7.0%	3.2%	8.7%	2.9%
In the last 12 months, I have experienced harassing behavior from parents	22.9%	32.6%	32.3%	28.0%	20.6%
At my school I spend most of my PIP time on non-instructional activities.					32.0%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					75.0%
n=	37	44	32	50	35 out of 55
	David Lerner	Edward Cosentino	Edward Cosentino	Edward Cosentino	Edward Cosentino