

<b>Elkridge Elementary School</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>
Overall, morale at my school/worksite is good.	9.6%	24.3%	47.5%	81.3%	66.7%
There is an atmosphere of open communication and trust in my school/worksite.	17.3%	25.7%	55.7%	79.2%	66.1%
I personally feel successful in my work.	51.9%	55.7%	62.3%	87.5%	78.9%
I feel involved in decision-making at my school/worksite.	19.2%	27.1%	46.7%	62.5%	66.1%
I want to be involved in decision-making at my school/worksite.	92.3%	94.2%	93.2%	91.3%	92.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	23.5%	37.3%	75.4%	78.7%	61.4%
In my school/worksite, I am treated as a professional	48.1%	68.1%	82.0%	89.4%	84.2%
There is good teamwork among staff in my school/worksite.	76.9%	71.4%	70.5%	87.5%	78.9%
Non-instructional duties are assigned on an equitable basis in my school/worksite	79.2%	64.5%	70.7%	69.6%	41.1%
My working environment (i.e. safety, cleanliness) is conducive to success	88.2%	71.4%	62.3%	66.7%	69.6%
My work performance is evaluated fairly.	52.9%	63.8%	91.1%	97.9%	89.3%
I am provided adequate time during the workday to plan, prepare for and do my job.	28.8%	32.9%	38.3%	56.5%	53.6%
I am provided adequate work and storage space to prepare for and do my job.	80.8%	82.6%	83.6%	83.0%	82.1%
My administrators/supervisors respect the negotiated contracts	82.0%	80.9%	88.3%	93.6%	82.1%
My planning time is respected by my school administrators/supervisors	47.9%	66.1%	56.6%	88.4%	86.8%
In my school, administrators/supervisors support me in enforcing discipline	69.4%	50.8%	31.6%	72.3%	41.8%
In my school, student misbehavior interferes with learning.	88.2%	81.2%	88.3%	95.8%	91.1%
Too much instructional time is spent administering assessments.	90.0%	86.2%	78.0%	70.5%	61.5%
HCPSS professional development experiences are meaningful and worthwhile	56.9%	55.2%	49.2%	59.6%	53.7%
Increased workload has contributed to a decline in my morale.	94.1%	85.3%	70.0%	57.8%	56.4%
I am paid fairly.	38.5%	31.4%	39.3%	55.3%	47.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	28.6%	14.3%	5.0%	100.0%	98.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	31.3%	13.2%	62.7%	93.8%	91.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.8%	95.5%	90.0%	100.0%	96.5%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	71.2%	68.7%	70.2%	83.0%	85.7%
In my position, I receive appropriate and adequate support and training	69.2%	68.1%	60.7%	79.2%	77.2%
In the last 12 months, I have experienced harassing behavior from colleagues	6.0%	7.2%	14.8%	9.1%	11.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	26.0%	25.0%	9.8%	4.3%	9.6%
In the last 12 months, I have experienced harassing behavior from parents	23.1%	28.6%	23.3%	23.4%	22.2%
At my school I spend most of my PIP time on non-instructional activities.					37.8%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					73.7%
Participants	52	70	61	48	57 out of 98
Principal	Debra Anoff	Debra Anoff	Michael Caldwell	Michael Caldwell	Michael Caldwell