

Elkridge Landing MS	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	82.9%	73.3%	45.5%	12.1%	41.3%
There is an atmosphere of open communication and trust in my school/worksite.	82.9%	77.4%	57.6%	12.5%	37.0%
I personally feel successful in my work.	82.9%	87.1%	87.9%	93.9%	84.4%
I feel involved in decision-making at my school/worksite.	71.4%	58.6%	51.6%	28.1%	45.5%
I want to be involved in decision-making at my school/worksite.	91.2%	96.8%	97.0%	93.9%	88.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	82.9%	74.2%	69.7%	56.3%	53.3%
In my school/worksite, I am treated as a professional	88.6%	80.6%	81.8%	66.7%	78.3%
There is good teamwork among staff in my school/worksite.	85.3%	83.9%	66.7%	68.8%	55.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	96.5%	76.7%	80.0%	76.7%	58.7%
My working environment (i.e. safety, cleanliness) is conducive to success	91.4%	71.0%	63.6%	72.7%	78.3%
My work performance is evaluated fairly.	77.1%	74.2%	81.8%	90.3%	78.3%
I am provided adequate time during the workday to plan, prepare for and do my job.	40.0%	41.9%	33.3%	30.0%	28.3%
I am provided adequate work and storage space to prepare for and do my job.	94.3%	96.8%	97.0%	97.0%	87.0%
My administrators/supervisors respect the negotiated contracts	91.4%	93.5%	93.9%	80.0%	88.9%
My planning time is respected by my school administrators/supervisors	88.2%	82.1%	66.7%	71.4%	66.7%
In my school, administrators/supervisors support me in enforcing discipline	85.7%	76.7%	25.0%	25.8%	60.9%
In my school, student misbehavior interferes with learning.	11.4%	61.3%	78.8%	78.8%	82.6%
Too much instructional time is spent administering assessments.	88.6%	90.0%	90.3%	73.3%	76.1%
HCPSS professional development experiences are meaningful and worthwhile	45.7%	38.7%	36.4%	46.9%	56.5%
Increased workload has contributed to a decline in my morale.	80.0%	87.1%	75.8%	75.0%	69.6%
I am paid fairly.	45.7%	45.2%	51.5%	45.5%	39.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	39.4%	19.4%	6.3%	90.6%	95.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	28.6%	19.4%	63.3%	86.2%	82.6%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.9%	80.0%	93.8%	96.9%	89.1%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	76.5%	73.3%	78.8%	77.4%	73.3%
In my position, I receive appropriate and adequate support and training	74.3%	80.6%	81.8%	87.9%	68.9%
In the last 12 months, I have experienced harassing behavior from colleagues	21.2%	17.9%	15.6%	29.0%	32.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3.1%	7.1%	9.1%	18.2%	17.4%
In the last 12 months, I have experienced harassing behavior from parents	25.0%	48.3%	42.4%	45.5%	47.8%
At my school I spend most of my PIP time on non-instructional activities.					34.2%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					91.9%
Participants	35	31	33	33	46 out of 89
Principal	Gina Cash	Gina Cash	Gina Cash	Gina Cash	David Strothers