

| Ilchester ES | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 |
|---|---------------|---------------|--------------|--------------|--------------|
| Overall, morale at my school/worksite is good. | 80.4% | 65.9% | 22.7% | 18.0% | 25.7% |
| There is an atmosphere of open communication and trust in my school/worksite. | 78.3% | 73.2% | 34.1% | 20.4% | 31.4% |
| I personally feel successful in my work. | 89.1% | 85.0% | 81.8% | 84.0% | 82.4% |
| I feel involved in decision-making at my school/worksite. | 62.8% | 52.5% | 33.3% | 25.5% | 37.1% |
| I want to be involved in decision-making at my school/worksite. | 90.9% | 87.2% | 81.4% | 89.4% | 88.6% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 91.1% | 80.0% | 46.5% | 41.7% | 60.0% |
| In my school/worksite, I am treated as a professional | 91.3% | 90.0% | 65.9% | 56.0% | 68.6% |
| There is good teamwork among staff in my school/worksite. | 62.2% | 70.7% | 43.2% | 42.0% | 50.0% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 72.7% | 67.5% | 64.1% | 63.8% | 58.8% |
| My working environment (i.e. safety, cleanliness) is conducive to success | 95.7% | 92.7% | 95.5% | 88.0% | 97.1% |
| My work performance is evaluated fairly. | 91.1% | 80.0% | 69.0% | 70.0% | 82.9% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 52.3% | 47.5% | 34.1% | 43.8% | 41.2% |
| I am provided adequate work and storage space to prepare for and do my job. | 80.0% | 78.0% | 86.4% | 94.0% | 85.7% |
| My administrators/supervisors respect the negotiated contracts | 100.0% | 95.1% | 79.5% | 79.6% | 85.7% |
| My planning time is respected by my school administrators/supervisors | 89.7% | 85.7% | 50.0% | 59.0% | 66.7% |
| In my school, administrators/supervisors support me in enforcing discipline | 76.2% | 71.8% | 77.8% | 72.5% | 64.5% |
| In my school, student misbehavior interferes with learning. | 26.2% | 30.0% | 35.7% | 22.2% | 28.6% |
| Too much instructional time is spent administering assessments. | 86.8% | 100.0% | 85.4% | 81.4% | 66.7% |
| HCPSS professional development experiences are meaningful and worthwhile | 33.3% | 38.9% | 16.7% | 31.1% | 34.3% |
| Increased workload has contributed to a decline in my morale. | 77.8% | 73.2% | 90.7% | 72.9% | 71.4% |
| I am paid fairly. | 35.6% | 36.6% | 37.2% | 50.0% | 34.3% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 17.8% | 10.3% | 0.0% | 89.6% | 85.7% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 26.8% | 22.5% | 69.8% | 74.5% | 78.8% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 78.6% | 79.5% | 87.5% | 93.5% | 87.1% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 72.7% | 66.7% | 58.5% | 72.9% | 68.8% |
| In my position, I receive appropriate and adequate support and training | 73.3% | 61.0% | 71.4% | 66.0% | 73.5% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 14.0% | 17.1% | 24.4% | 31.3% | 37.1% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 4.7% | 4.9% | 4.8% | 18.4% | 8.6% |
| In the last 12 months, I have experienced harassing behavior from parents | 27.9% | 27.5% | 29.3% | 20.4% | 36.4% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 36.0% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 64.0% |
| Participants | 46 | 41 | 44 | 50 | 35 out of 85 |
| Principal | David Adelman | David Adelman | Joy B. Smith | Joy B. Smith | Ernesto Diaz |