

<b>Lime Kiln MS</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.	76.2%	90.0%	33.3%	76.9%	57.1%
There is an atmosphere of open communication and trust in my school/worksite.	76.2%	82.5%	19.4%	71.8%	42.9%
I personally feel successful in my work.	90.5%	97.5%	91.7%	89.7%	85.7%
I feel involved in decision-making at my school/worksite.	52.5%	73.7%	25.7%	55.3%	33.3%
I want to be involved in decision-making at my school/worksite.	78.6%	97.4%	86.1%	97.4%	90.5%
In my school/worksite, I can speak openly about important issues without fear of repercussions	69.0%	86.8%	28.6%	53.8%	28.6%
In my school/worksite, I am treated as a professional	90.5%	95.0%	72.2%	81.6%	81.0%
There is good teamwork among staff in my school/worksite.	87.8%	92.3%	76.5%	87.2%	90.5%
Non-instructional duties are assigned on an equitable basis in my school/worksite	81.1%	89.2%	68.6%	68.6%	85.0%
My working environment (i.e. safety, cleanliness) is conducive to success	78.0%	87.5%	80.6%	79.5%	47.6%
My work performance is evaluated fairly.	73.8%	80.0%	62.9%	74.4%	66.7%
I am provided adequate time during the workday to plan, prepare for and do my job.	53.7%	68.4%	33.3%	51.4%	33.3%
I am provided adequate work and storage space to prepare for and do my job.	82.9%	89.7%	83.3%	92.3%	90.5%
My administrators/supervisors respect the negotiated contracts	97.6%	95.0%	80.6%	92.3%	95.2%
My planning time is respected by my school administrators/supervisors	89.7%	97.2%	77.4%	80.6%	100.0%
In my school, administrators/supervisors support me in enforcing discipline	74.4%	86.5%	62.5%	60.0%	65.0%
In my school, student misbehavior interferes with learning.	18.4%	7.5%	33.3%	48.6%	47.6%
Too much instructional time is spent administering assessments.	87.2%	85.7%	88.6%	77.8%	85.7%
HCPSS professional development experiences are meaningful and worthwhile	55.0%	53.8%	38.9%	37.8%	25.0%
Increased workload has contributed to a decline in my morale.	65.9%	59.0%	74.3%	76.3%	90.5%
I am paid fairly.	50.0%	52.5%	50.0%	51.3%	66.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	31.7%	25.6%	13.9%	94.9%	100.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	33.3%	20.5%	80.0%	87.2%	90.0%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	82.5%	87.5%	85.7%	87.2%	95.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	80.0%	75.0%	69.4%	83.3%	73.7%
In my position, I receive appropriate and adequate support and training	81.0%	92.5%	77.8%	78.9%	85.7%
In the last 12 months, I have experienced harassing behavior from colleagues	10.0%	13.2%	8.6%	31.6%	0.0%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.5%	0.0%	22.9%	13.2%	5.6%
In the last 12 months, I have experienced harassing behavior from parents	40.5%	41.7%	42.9%	36.8%	40.0%
At my school I spend most of my PIP time on non-instructional activities.					47.4%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					100.0%
Participants	42	40	36	39	21 out of 70
Principal	Scott Conroy	Scott Conroy	Lucy Lublin	Lucy Lublin	Lucy Lublin