

<b>Lisbon Elementary</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.	71.1%	67.6%	56.7%	32.4%	47.4%
There is an atmosphere of open communication and trust in my school/worksite.	68.4%	62.2%	53.3%	35.3%	46.2%
I personally feel successful in my work.	88.9%	91.9%	83.3%	87.9%	76.9%
I feel involved in decision-making at my school/worksite.	52.6%	44.4%	60.7%	48.5%	44.4%
I want to be involved in decision-making at my school/worksite.	94.7%	72.2%	85.7%	94.1%	94.6%
In my school/worksite, I can speak openly about important issues without fear of repercussions	60.5%	44.4%	51.7%	43.0%	48.7%
In my school/worksite, I am treated as a professional	78.5%	77.8%	76.7%	52.9%	61.5%
There is good teamwork among staff in my school/worksite.	81.6%	86.1%	83.3%	88.2%	76.9%
Non-instructional duties are assigned on an equitable basis in my school/worksite	73.0%	91.4%	76.0%	71.9%	64.7%
My working environment (i.e. safety, cleanliness) is conducive to success	89.2%	89.2%	86.7%	79.4%	76.3%
My work performance is evaluated fairly.	76.3%	70.3%	79.3%	82.4%	84.6%
I am provided adequate time during the workday to plan, prepare for and do my job.	45.7%	47.2%	57.1%	38.2%	44.7%
I am provided adequate work and storage space to prepare for and do my job.	81.1%	78.4%	83.3%	84.8%	89.7%
My administrators/supervisors respect the negotiated contracts	92.1%	97.2%	96.6%	85.3%	81.6%
My planning time is respected by my school administrators/supervisors	85.3%	93.5%	58.3%	65.6%	79.4%
In my school, administrators/supervisors support me in enforcing discipline	91.9%	94.6%	100.0%	83.9%	56.8%
In my school, student misbehavior interferes with learning.	34.2%	16.7%	35.7%	14.7%	35.9%
Too much instructional time is spent administering assessments.	94.6%	97.1%	96.3%	74.2%	65.8%
HCPSS professional development experiences are meaningful and worthwhile	57.9%	47.2%	33.3%	42.4%	36.8%
Increased workload has contributed to a decline in my morale.	73.7%	73.0%	82.8%	63.6%	70.3%
I am paid fairly.	26.3%	44.4%	56.7%	52.9%	38.5%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	44.7%	11.1%	13.3%	97.1%	94.6%
I have confidence in the leadership exhibited by the Howard County Board of Education.	48.6%	11.1%	76.7%	97.0%	89.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	85.7%	82.4%	100.0%	97.1%	86.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	63.2%	77.1%	70.4%	64.7%	76.3%
In my position, I receive appropriate and adequate support and training	81.6%	75.7%	73.3%	88.2%	76.9%
In the last 12 months, I have experienced harassing behavior from colleagues	10.8%	2.7%	3.3%	3.0%	16.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.7%	5.4%	17.2%	18.8%	18.9%
In the last 12 months, I have experienced harassing behavior from parents	18.9%	8.1%	16.7%	15.2%	16.2%
At my school I spend most of my PIP time on non-instructional activities.					25.0%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					83.3%
n=	38	37	30	34	40 out of 55
	Michael Caldwell	Michael Caldwell	Debra Anoff	Debra Anoff	Debra Anoff