

Swansfield ES	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	30.6%	45.9%	14.3%	78.4%	56.8%
There is an atmosphere of open communication and trust in my school/worksite.	40.8%	44.3%	18.4%	84.3%	65.9%
I personally feel successful in my work.	85.7%	78.7%	57.1%	86.3%	81.8%
I feel involved in decision-making at my school/worksite.	40.8%	59.3%	31.9%	71.7%	61.9%
I want to be involved in decision-making at my school/worksite.	83.3%	91.4%	93.9%	91.8%	97.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	44.7%	53.3%	29.8%	92.0%	74.4%
In my school/worksite, I am treated as a professional	73.5%	73.8%	53.1%	94.0%	79.5%
There is good teamwork among staff in my school/worksite.	61.2%	69.5%	51.0%	85.4%	75.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite	71.1%	74.1%	60.0%	80.0%	82.9%
My working environment (i.e. safety, cleanliness) is conducive to success	70.8%	85.0%	49.0%	74.0%	70.5%
My work performance is evaluated fairly.	66.7%	67.8%	63.0%	95.9%	93.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	32.6%	45.8%	39.6%	74.5%	53.5%
I am provided adequate work and storage space to prepare for and do my job.	56.3%	76.7%	61.2%	98.0%	88.6%
My administrators/supervisors respect the negotiated contracts	85.1%	67.8%	67.3%	100.0%	95.3%
My planning time is respected by my school administrators/supervisors	62.8%	84.3%	51.1%	95.3%	92.7%
In my school, administrators/supervisors support me in enforcing discipline	43.8%	83.1%	36.2%	70.8%	48.8%
In my school, student misbehavior interferes with learning.	85.4%	85.0%	89.6%	100.0%	93.2%
Too much instructional time is spent administering assessments.	89.1%	91.4%	80.0%	39.5%	52.5%
HCPSS professional development experiences are meaningful and worthwhile	45.7%	62.1%	28.6%	71.7%	62.8%
Increased workload has contributed to a decline in my morale.	68.9%	61.0%	71.4%	40.8%	60.5%
I am paid fairly.	38.8%	32.8%	40.4%	54.9%	43.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	35.4%	32.2%	6.3%	100.0%	100.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	36.7%	39.0%	63.8%	88.0%	90.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.7%	93.4%	89.6%	96.1%	90.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	62.2%	64.9%	62.5%	81.3%	81.0%
In my position, I receive appropriate and adequate support and training	63.3%	84.7%	59.2%	90.2%	77.3%
In the last 12 months, I have experienced harassing behavior from colleagues	8.5%	16.4%	24.5%	4.1%	9.3%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10.6%	15.8%	28.6%	2.0%	0.0%
In the last 12 months, I have experienced harassing behavior from parents	18.8%	26.7%	26.5%	24.5%	27.3%
At my school I spend most of my PIP time on non-instructional activities.					30.0%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					76.5%
Participants	49	61	49	51	44 out of 86
Principal	Molly Ketterer	Maisha Strong	Maisha Strong	Laurel Porter	Laurel Porter