

Dayton Oaks ES	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	86.7%	82.8%	61.2%	92.3%	57.7%	46.7%
There is an atmosphere of open communication and trust in my school/worksite.	71.4%	81.3%	66.0%	86.5%	62.0%	48.6%
I personally feel successful in my work.	93.3%	89.1%	72.5%	90.4%	85.9%	80.5%
I feel involved in decision-making at my school/worksite.	72.7%	65.0%	54.0%	76.5%	53.6%	46.7%
I want to be involved in decision-making at my school/worksite.	90.9%	98.4%	94.1%	98.0%	91.5%	88.3%
In my school/worksite, I can speak openly about important issues without fear of repercussions	72.7%	76.6%	64.7%	86.5%	64.8%	59.2%
In my school/worksite, I am treated as a professional	90.9%	89.1%	80.4%	96.1%	83.1%	74.6%
There is good teamwork among staff in my school/worksite.	88.9%	85.9%	80.4%	78.8%	83.1%	72.7%
Non-instructional duties are assigned on an equitable basis in my school/worksite	65.0%	89.1%	83.3%	88.9%	72.3%	51.3%
My working environment (i.e. safety, cleanliness) is conducive to success	91.1%	95.3%	82.4%	96.1%	87.3%	81.8%
My work performance is evaluated fairly.	66.7%	78.1%	75.5%	95.9%	84.3%	83.1%
I am provided adequate time during the workday to plan, prepare for and do my job.	43.2%	43.5%	34.0%	49.0%	43.7%	34.2%
I am provided adequate work and storage space to prepare for and do my job.	91.1%	88.9%	70.6%	88.0%	91.5%	85.7%
My administrators/supervisors respect the negotiated contracts	95.3%	100.0%	86.3%	96.0%	88.4%	83.1%
My planning time is respected by my school administrators/supervisors	83.8%	73.2%	80.4%	85.0%	75.8%	60.5%
In my school, administrators/supervisors support me in enforcing discipline	72.5%	80.4%	61.7%	90.9%	80.0%	51.9%
In my school, student misbehavior interferes with learning.	37.8%	31.5%	65.3%	55.1%	43.9%	64.4%
Too much instructional time is spent administering assessments.	88.4%	85.2%	80.0%	73.9%	67.2%	57.1%
HCPSS professional development experiences are meaningful and worthwhile	47.6%	50.8%	44.0%	61.2%	48.5%	42.8%
Increased workload has contributed to a decline in my morale.	61.4%	62.3%	80.4%	57.7%	71.0%	78.9%
I am paid fairly.	35.6%	45.3%	25.5%	50.0%	45.1%	32.8%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	46.7%	20.3%	4.0%	98.1%	94.4%	57.8%
I have confidence in the leadership exhibited by the Howard County Board of Education.	57.8%	25.4%	64.0%	90.0%	88.1%	46.0%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	86.0%	82.8%	88.0%	92.0%	90.0%	81.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	73.8%	72.1%	67.3%	76.0%	71.2%	67.1%
In my position, I receive appropriate and adequate support and training	86.0%	84.4%	70.6%	88.5%	80.0%	68.8%
In the last 12 months, I have experienced harassing behavior from colleagues	10.0%	9.8%	17.6%	8.0%	9.1%	13.1%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.5%	4.9%	7.8%	4.1%	4.5%	9.0%
In the last 12 months, I have experienced harassing behavior from parents	31.0%	19.7%	23.5%	25.5%	14.1%	22.3%
At my school I spend most of my PIP time on non-instructional activities.					27.5%	30.2%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					67.3%	63.1%
In my school, I spend too much time in meetings.						61.3%
In my school, there is adequate support for special education students.						10.3%
Participants	45	64	51	52	72 out of 115	77 out of 105
Principal	Carol DeBord	Carol DeBord	Carol DeBord	Nigel LaRoche	Nigel LaRoche	Nigel LaRoche