Ducketts Lane ES	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	87.0%	79.1%	85.3%	94.4%	93.8%	57.5%
There is an atmosphere of open communication and trust in my school/worksite.	90.7%	67.4%	94.1%	86.1%	81.3%	67.5%
I personally feel successful in my work.	87.0%	90.7%	85.3%	91.4%	93.8%	85.0%
I feel involved in decision-making at my school/worksite.	64.0%	55.8%	52.9%	61.3%	75.0%	57.5%
I want to be involved in decision-making at my school/worksite.	96.1%	90.5%	88.2%	84.4%	93.8%	95.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	77.8%	58.1%	70.6%	83.3%	87.5%	62.5%
In my school/worksite, I am treated as a professional	94.4%	83.7%	97.1%	91.7%	93.8%	85.0%
There is good teamwork among staff in my school/worksite.	90.7%	90.7%	94.1%	94.4%	100.0%	87.5%
Non-instructional duties are assigned on an equitable basis in my school/worksite	85.1%	75.0%	84.8%	87.9%	93.8%	75.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	94.4%	83.7%	88.2%	91.7%	100.0%	75.0%
My work performance is evaluated fairly.	77.4%	81.4%	93.8%	91.4%	87.5%	94.8%
I am provided adequate time during the workday to plan, prepare for and do my job.	50.9%	40.5%	59.4%	75.0%	75.0%	47.5%
I am provided adequate work and storage space to prepare for and do my job.	90.4%	83.7%	91.2%	91.7%	100.0%	82.5%
My administrators/supervisors respect the negotiated contracts	98.1%	88.1%	97.0%	94.4%	93.3%	90.0%
My planning time is respected by my school administrators/supervisors	93.8%	87.8%	86.7%	93.8%	92.9%	65.0%
In my school, administrators/supervisors support me in enforcing discipline	87.2%	75.6%	93.5%	81.8%	80.0%	66.6%
In my school, student misbehavior interferes with learning.	57.4%	59.5%	78.8%	90.9%	87.5%	90.0%
Too much instructional time is spent administering assessments.	77.6%	85.4%	65.6%	71.9%	50.0%	58.9%
HCPSS professional development experiences are meaningful and worthwhile	68.6%	59.5%	45.5%	68.6%	62.5%	64.1%
Increased workload has contributed to a decline in my morale.	71.2%	73.2%	58.8%	61.8%	50.0%	67.5%
I am paid fairly.	44.4%	37.2%	54.5%	55.6%	43.8%	52.5%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	29.4%	26.2%	21.9%	86.1%	93.8%	72.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	32.6%	35.9%	62.5%	85.7%	93.8%	45.0%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.8%	90.2%	97.0%	91.2%	93.8%	92.5%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	89.8%	70.0%	80.6%	85.7%	87.5%	79.4%
In my position, I receive appropriate and adequate support and training	86.5%	81.4%	76.5%	82.4%	87.5%	75.0%
In the last 12 months, I have experienced harassing behavior from colleagues	4.0%	7.3%	8.8%	6.1%	6.3%	12.8%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	4.9%	0.0%	0.0%	0.0%	7.6%
In the last 12 months, I have experienced harassing behavior from parents	9.6%	16.7%	17.6%	3.0%	0.0%	10.0%
At my school I spend most of my PIP time on non-instructional activities.					0.0%	15.3%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					80.0%	55.0%
In my school, I spend too much time in meetings.						35.0%
In my school, there is adequate support for special education students.						10.0%
Participants	54	43	34	36	16 out of 95	40 out of 94
Principal	Heidi Balter	Heidi Balter	Heidi Balter	Heidi Balter	Heidi Balter	Heidi Balter