Ellicott Middle School	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	73.2%	48.9%	53.7%	94.4%	92.7%	45.3%
There is an atmosphere of open communication and trust in my school/worksite.	80.5%	51.1%	61.0%	80.6%	90.2%	60.9%
I personally feel successful in my work.	75.6%	80.9%	87.8%	97.2%	87.8%	78.1%
I feel involved in decision-making at my school/worksite.	60.0%	47.8%	46.3%	72.2%	85.4%	50.0%
I want to be involved in decision-making at my school/worksite.	87.8%	95.7%	90.0%	97.1%	97.5%	82.8%
In my school/worksite, I can speak openly about important issues without fear of repercussions	90.2%	74.5%	70.7%	83.3%	95.1%	62.5%
In my school/worksite, I am treated as a professional	90.2%	80.9%	90.0%	91.4%	92.7%	77.4%
There is good teamwork among staff in my school/worksite.	85.4%	78.3%	80.5%	83.3%	90.2%	83.8%
Non-instructional duties are assigned on an equitable basis in my school/worksite	73.7%	77.3%	80.0%	80.0%	82.9%	61.9%
My working enviornment (i.e. safety, cleanliness) is conductive to success	90.2%	95.7%	85.0%	80.6%	87.8%	79.3%
My work performance is evaluated fairly.	77.5%	87.2%	82.9%	80.6%	82.9%	75.8%
I am provided adequate time during the workday to plan, prepare for and do my job.	36.6%	43.5%	35.9%	48.6%	55.0%	28.5%
I am provided adequate work and storage space to prepare for and do my job.	82.5%	91.3%	82.9%	82.9%	92.7%	81.2%
My administrators/supervisors respect the negotiated contracts	92.7%	93.5%	92.5%	91.4%	95.1%	85.4%
My planning time is respected by my school administrators/supervisors	89.7%	83.8%	88.6%	100.0%	91.4%	54.6%
In my school, administrators/supervisors support me in enforcing discipline	95.0%	63.0%	55.3%	84.8%	89.5%	53.1%
In my school, student misbehavior interferes with learning.	67.5%	75.6%	48.8%	67.6%	63.2%	84.1%
Too much instructional time is spent administering assessments.	81.6%	85.7%	78.9%	63.6%	76.3%	56.2%
HCPSS professional development experiences are meaningful and worthwhile	45.0%	37.0%	34.1%	51.4%	55.0%	51.5%
Increased workload has contributed to a decline in my morale.	72.5%	75.6%	78.0%	44.4%	61.1%	81.2%
I am paid fairly.	37.5%	36.2%	27.5%	45.7%	43.9%	35.9%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	30.8%	13.3%	12.5%	97.2%	97.6%	71.8%
I have confidence in the leadership exhibited by the Howard County Board of Education.	33.3%	20.5%	61.5%	88.2%	94.6%	45.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	87.8%	93.5%	95.0%	97.1%	95.0%	90.4%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	70.0%	72.7%	64.9%	66.7%	79.5%	55.5%
In my position, I receive appropriate and adequate support and training	61.0%	70.2%	70.0%	80.6%	80.5%	63.4%
In the last 12 months, I have experienced harassing behavior from colleagues	2.5%	15.2%	22.5%	19.4%	5.4%	12.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.5%	8.7%	15.8%	2.9%	7.9%	9.3%
In the last 12 months, I have experienced harassing behavior from parents	32.5%	26.1%	41.0%	31.4%	35.0%	37.5%
At my school I spend most of my PIP time on non-instructional activities.					26.9%	35.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					92.9%	63.4%
In my school, I spend too much time in meetings.						50.0%
In my school, there is adequate support for special education students.						34.3%
Participants	41	47	41	36	41 out of 93	64 out of 91
Principal	Christopher Rattay	Christopher Rattay	Christopher Rattay	Christopher Rattay	Christopher Rattay	Peter Gaylord