

Ilchester ES	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	80.4%	65.9%	22.7%	18.0%	25.7%	46.9%
There is an atmosphere of open communication and trust in my school/worksite.	78.3%	73.2%	34.1%	20.4%	31.4%	45.4%
I personally feel successful in my work.	89.1%	85.0%	81.8%	84.0%	82.4%	83.3%
I feel involved in decision-making at my school/worksite.	62.8%	52.5%	33.3%	25.5%	37.1%	38.4%
I want to be involved in decision-making at my school/worksite.	90.9%	87.2%	81.4%	89.4%	88.6%	87.8%
In my school/worksite, I can speak openly about important issues without fear of repercussions	91.1%	80.0%	46.5%	41.7%	60.0%	63.6%
In my school/worksite, I am treated as a professional	91.3%	90.0%	65.9%	56.0%	68.6%	77.2%
There is good teamwork among staff in my school/worksite.	62.2%	70.7%	43.2%	42.0%	50.0%	75.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	72.7%	67.5%	64.1%	63.8%	58.8%	56.0%
My working environment (i.e. safety, cleanliness) is conducive to success	95.7%	92.7%	95.5%	88.0%	97.1%	83.3%
My work performance is evaluated fairly.	91.1%	80.0%	69.0%	70.0%	82.9%	84.6%
I am provided adequate time during the workday to plan, prepare for and do my job.	52.3%	47.5%	34.1%	43.8%	41.2%	51.5%
I am provided adequate work and storage space to prepare for and do my job.	80.0%	78.0%	86.4%	94.0%	85.7%	87.8%
My administrators/supervisors respect the negotiated contracts	100.0%	95.1%	79.5%	79.6%	85.7%	86.1%
My planning time is respected by my school administrators/supervisors	89.7%	85.7%	50.0%	59.0%	66.7%	72.3%
In my school, administrators/supervisors support me in enforcing discipline	76.2%	71.8%	77.8%	72.5%	64.5%	57.5%
In my school, student misbehavior interferes with learning.	26.2%	30.0%	35.7%	22.2%	28.6%	71.2%
Too much instructional time is spent administering assessments.	86.8%	100.0%	85.4%	81.4%	66.7%	48.4%
HCPSS professional development experiences are meaningful and worthwhile	33.3%	38.9%	16.7%	31.1%	34.3%	40.0%
Increased workload has contributed to a decline in my morale.	77.8%	73.2%	90.7%	72.9%	71.4%	69.2%
I am paid fairly.	35.6%	36.6%	37.2%	50.0%	34.3%	40.9%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	17.8%	10.3%	0.0%	89.6%	85.7%	50.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	26.8%	22.5%	69.8%	74.5%	78.8%	24.2%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	78.6%	79.5%	87.5%	93.5%	87.1%	77.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	72.7%	66.7%	58.5%	72.9%	68.8%	63.6%
In my position, I receive appropriate and adequate support and training	73.3%	61.0%	71.4%	66.0%	73.5%	68.7%
In the last 12 months, I have experienced harassing behavior from colleagues	14.0%	17.1%	24.4%	31.3%	37.1%	28.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4.7%	4.9%	4.8%	18.4%	8.6%	10.6%
In the last 12 months, I have experienced harassing behavior from parents	27.9%	27.5%	29.3%	20.4%	36.4%	10.6%
At my school I spend most of my PIP time on non-instructional activities.					36.0%	23.0%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					64.0%	46.7%
In my school, I spend too much time in meetings.						37.8%
In my school, there is adequate support for special education students.						7.5%
Participants	46	41	44	50	35 out of 85	66 out of 78
Principal	David Adelman	David Adelman	Joy B. Smith	Joy B. Smith	Ernesto Diaz	Ernesto Diaz