Laurel Woods ES	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	86.50%	86.50%	66.70%	90.70%	94.5%	84.60%
There is an atmosphere of open communication and trust in my school/worksite.	78.90%	83.80%	78.80%	86.00%	94.6%	87.50%
I personally feel successful in my work.	92.1%	86.5%	90.6%	97.6%	98.2%	90.0%
I feel involved in decision-making at my school/worksite.	76.3%	66.7%	54.5%	83.3%	85.5%	85.0%
I want to be involved in decision-making at my school/worksite.	92.1%	94.4%	90.6%	97.6%	98.2%	90.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	78.9%	78.4%	84.8%	88.1%	91.1%	95.0%
In my school/worksite, I am treated as a professional	94.7%	91.7%	100.0%	97.7%	96.4%	97.5%
There is good teamwork among staff in my school/worksite.	92.1%	83.8%	84.4%	88.4%	89.3%	85.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.0%	66.7%	71.9%	76.9%	90.9%	70.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	89.5%	89.2%	90.9%	88.4%	92.7%	87.5%
My work performance is evaluated fairly.	97.4%	89.2%	90.9%	95.3%	96.4%	97.5%
I am provided adequate time during the workday to plan, prepare for and do my job.	80.6%	82.4%	78.1%	80.5%	77.4%	67.5%
I am provided adequate work and storage space to prepare for and do my job.	81.6%	83.8%	90.9%	86.0%	82.1%	66.6%
My administrators/supervisors respect the negotiated contracts	100.0%	100.0%	97.0%	100.0%	100.0%	97.5%
My planning time is respected by my school administrators/supervisors	93.9%	93.9%	89.7%	100.0%	91.7%	87.5%
In my school, administrators/supervisors support me in enforcing discipline	100.0%	100.0%	78.1%	76.2%	94.3%	89.7%
In my school, student misbehavior interferes with learning.	75.7%	66.7%	93.9%	80.5%	83.3%	67.5%
Too much instructional time is spent administering assessments.	80.6%	77.4%	80.6%	52.8%	53.1%	42.50%
HCPSS professional development experiences are meaningful and worthwhile	52.8%	72.2%	66.7%	68.3%	86.3%	60.00%
Increased workload has contributed to a decline in my morale.	47.4%	44.4%	68.8%	55.0%	56.6%	55.00%
I am paid fairly.	57.9%	56.8%	62.5%	67.4%	61.8%	47.50%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	51.4%	38.9%	31.3%	100.0%	98.2%	92.50%
I have confidence in the leadership exhibited by the Howard County Board of Education.	54.1%	38.9%	67.7%	100.0%	98.1%	67.50%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.2%	91.9%	97.0%	100.0%	100.0%	97.50%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	86.1%	83.8%	87.9%	97.5%	90.9%	74.30%
In my position, I receive appropriate and adequate support and training	89.2%	94.6%	93.9%	88.4%	98.2%	92.50%
In the last 12 months, I have experienced harassing behavior from colleagues	5.6%	5.6%	0.0%	2.6%	10.2%	15.00%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5.4%	2.8%	3.3%	0.0%	11.8%	0.00%
In the last 12 months, I have experienced harassing behavior from parents	27.0%	27.0%	33.3%	37.5%	28.3%	32.50%
At my school I spend most of my PIP time on non-instructional activities.					42.1%	23.60%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					84.4%	53.80%
In my school, I spend too much time in meetings.						38.40%
In my school, there is adequate support for special education students.						30.00%
Participants	38	37	33	43	56 out of 86	40 out of 95
Principal	Susan Brown	Susan Brown	Susan Brown	Susan Brown	Susan Brown	Connie Stahler