

<b>Northfield ES</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>
Overall, morale at my school/worksite is good.	10.0%	31.4%	16.0%	70.7%	70.8%	72.2%
There is an atmosphere of open communication and trust in my school/worksite.	21.7%	27.5%	16.0%	65.9%	66.7%	81.1%
I personally feel successful in my work.	75.0%	75.0%	66.7%	78.0%	81.6%	83.0%
I feel involved in decision-making at my school/worksite.	30.5%	36.0%	22.9%	57.5%	63.8%	74.0%
I want to be involved in decision-making at my school/worksite.	91.4%	95.8%	89.6%	92.7%	95.8%	92.4%
In my school/worksite, I can speak openly about important issues without fear of repercussions	37.3%	36.0%	32.0%	70.0%	70.8%	77.3%
In my school/worksite, I am treated as a professional	54.2%	51.0%	49.0%	80.5%	87.8%	88.8%
There is good teamwork among staff in my school/worksite.	74.6%	78.4%	76.0%	70.7%	75.5%	81.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	52.7%	46.9%	40.0%	75.7%	73.8%	81.1%
My working environment (i.e. safety, cleanliness) is conducive to success	91.7%	88.2%	84.0%	92.5%	91.8%	85.1%
My work performance is evaluated fairly.	75.9%	64.7%	76.0%	85.0%	95.7%	92.5%
I am provided adequate time during the workday to plan, prepare for and do my job.	39.0%	44.2%	37.5%	47.5%	56.5%	48.1%
I am provided adequate work and storage space to prepare for and do my job.	86.7%	86.5%	88.0%	90.2%	87.5%	88.8%
My administrators/supervisors respect the negotiated contracts	74.1%	78.8%	75.0%	85.4%	95.9%	94.4%
My planning time is respected by my school administrators/supervisors	58.0%	61.4%	71.4%	88.9%	92.9%	74.0%
In my school, administrators/supervisors support me in enforcing discipline	78.2%	65.2%	44.4%	78.9%	78.3%	75.4%
In my school, student misbehavior interferes with learning.	31.0%	40.8%	57.4%	82.9%	58.7%	61.1%
Too much instructional time is spent administering assessments.	89.8%	87.8%	93.8%	78.4%	79.1%	66.6%
HCPSS professional development experiences are meaningful and worthwhile	49.1%	36.0%	34.7%	32.5%	48.9%	42.5%
Increased workload has contributed to a decline in my morale.	88.1%	80.0%	87.8%	68.3%	74.5%	83.3%
I am paid fairly.	35.6%	21.2%	26.0%	35.0%	27.1%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	15.0%	19.2%	2.0%	90.2%	89.6%	57.4%
I have confidence in the leadership exhibited by the Howard County Board of Education.	25.4%	17.6%	79.2%	82.5%	83.3%	32.0%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	87.9%	92.3%	94.0%	77.5%	91.7%	87.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	67.8%	64.6%	57.1%	85.4%	84.4%	81.4%
In my position, I receive appropriate and adequate support and training	65.0%	54.0%	67.3%	69.2%	83.0%	62.9%
In the last 12 months, I have experienced harassing behavior from colleagues	8.6%	14.9%	18.8%	12.5%	11.4%	9.4%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	19.3%	17.4%	18.8%	2.4%	8.9%	5.5%
In the last 12 months, I have experienced harassing behavior from parents	19.3%	22.9%	23.9%	24.4%	24.4%	29.6%
At my school I spend most of my PIP time on non-instructional activities.					17.1%	18.8%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					78.9%	55.5%
In my school, I spend too much time in meetings.						40.7%
In my school, there is adequate support for special education students.						11.1%
Participants	60	52	50	41	49 out of 71	54 out of 70
Principal	Tiffany Tresler	Tiffany Tresler	Tiffany Tresler	Cathleen Lopez	Cathleen Lopez	Cathleen Lopez