

Running Brook ES	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	82.4%	92.5%	94.3%	88.9%	86.5%	80.8%
There is an atmosphere of open communication and trust in my school/worksite.	92.2%	97.5%	91.4%	88.9%	83.8%	85.1%
I personally feel successful in my work.	86.3%	85.0%	91.4%	88.9%	94.6%	88.8%
I feel involved in decision-making at my school/worksite.	63.3%	76.3%	74.3%	73.1%	64.9%	70.2%
I want to be involved in decision-making at my school/worksite.	94.0%	92.1%	94.1%	96.2%	100.0%	87.2%
In my school/worksite, I can speak openly about important issues without fear of repercussions	86.3%	95.0%	85.7%	92.6%	91.9%	82.6%
In my school/worksite, I am treated as a professional	92.2%	97.5%	91.4%	96.3%	94.4%	95.7%
There is good teamwork among staff in my school/worksite.	92.2%	97.5%	97.1%	100.0%	86.5%	91.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	77.1%	86.8%	77.1%	88.9%	82.9%	71.7%
My working environment (i.e. safety, cleanliness) is conducive to success	90.2%	85.0%	82.9%	96.3%	75.7%	65.9%
My work performance is evaluated fairly.	85.1%	90.0%	97.1%	92.6%	94.4%	89.3%
I am provided adequate time during the workday to plan, prepare for and do my job.	56.0%	60.0%	67.6%	59.3%	75.0%	63.8%
I am provided adequate work and storage space to prepare for and do my job.	80.4%	87.5%	85.7%	100.0%	83.8%	85.1%
My administrators/supervisors respect the negotiated contracts	94.1%	100.0%	100.0%	96.3%	97.3%	91.4%
My planning time is respected by my school administrators/supervisors	82.0%	97.0%	93.8%	84.0%	94.3%	74.4%
In my school, administrators/supervisors support me in enforcing discipline	89.8%	95.0%	94.1%	100.0%	78.4%	76.6%
In my school, student misbehavior interferes with learning.	80.0%	77.5%	79.4%	84.6%	83.8%	93.6%
Too much instructional time is spent administering assessments.	89.4%	55.9%	66.7%	68.2%	52.8%	42.5%
HCPSS professional development experiences are meaningful and worthwhile	59.2%	82.1%	61.8%	77.8%	62.2%	55.3%
Increased workload has contributed to a decline in my morale.	78.0%	57.9%	68.8%	46.2%	48.6%	68.0%
I am paid fairly.	35.3%	32.5%	37.1%	63.0%	51.4%	48.9%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	42.6%	30.8%	21.2%	92.6%	94.6%	73.9%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.3%	34.2%	78.1%	81.5%	86.5%	43.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.4%	95.0%	100.0%	100.0%	100.0%	87.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	85.4%	89.5%	79.4%	85.2%	86.5%	80.4%
In my position, I receive appropriate and adequate support and training	80.4%	85.0%	85.3%	85.2%	81.1%	74.4%
In the last 12 months, I have experienced harassing behavior from colleagues	6.1%	2.7%	5.9%	4.2%	11.1%	4.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6.3%	2.6%	2.9%	4.2%	2.9%	2.1%
In the last 12 months, I have experienced harassing behavior from parents	22.9%	16.2%	17.6%	8.3%	16.7%	29.7%
At my school I spend most of my PIP time on non-instructional activities.					11.5%	17.0%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					74.1%	51.0%
In my school, I spend too much time in meetings.						31.9%
In my school, there is adequate support for special education students.						10.6%
Participants	51	40	35	27	37 out of 84	47 out of 95
Principal	Troy Todd	Troy Todd	Troy Todd	Anthony Esposito	Anthony Esposito	Anthony Esposito