St. John's Elementary School	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	56.5%	53.5%	41.7%	40.0%	51.2%	98.4%
There is an atmosphere of open communication and trust in my school/worksite.	48.9%	46.5%	27.8%	28.6%	27.9%	98.4%
I personally feel successful in my work.	87.0%	69.8%	75.0%	80.0%	88.4%	96.8%
I feel involved in decision-making at my school/worksite.	37.0%	42.9%	25.7%	28.6%	28.6%	78.1%
I want to be involved in decision-making at my school/worksite.	95.5%	95.2%	94.3%	94.1%	85.4%	93.6%
In my school/worksite, I can speak openly about important issues without fear of repercussions	53.3%	28.6%	14.3%	31.4%	33.3%	93.7%
In my school/worksite, I am treated as a professional	71.1%	79.1%	80.0%	55.9%	76.7%	93.7%
There is good teamwork among staff in my school/worksite.	76.1%	72.1%	77.8%	74.3%	83.7%	96.8%
Non-instructional duties are assigned on an equitable basis in my school/worksite	54.5%	67.6%	56.3%	26.5%	36.8%	71.4%
My working enviornment (i.e. safety, cleanliness) is conductive to success	80.0%	65.1%	58.3%	54.3%	33.3%	46.8%
My work performance is evaluated fairly.	75.0%	74.4%	74.3%	82.4%	83.7%	93.7%
I am provided adequate time during the workday to plan, prepare for and do my job.	35.6%	45.2%	40.6%	36.4%	40.5%	51.5%
I am provided adequate work and storage space to prepare for and do my job.	65.2%	76.2%	80.6%	68.6%	76.2%	68.7%
My administrators/supervisors respect the negotiated contracts	84.8%	85.4%	85.7%	69.7%	73.2%	93.7%
My planning time is respected by my school administrators/supervisors	75.0%	86.1%	66.7%	64.3%	73.0%	78.1%
In my school, administrators/supervisors support me in enforcing discipline	59.1%	62.5%	37.5%	28.1%	40.0%	92.1%
In my school, student misbehavior interferes with learning.	73.3%	65.1%	55.6%	65.7%	76.7%	35.4%
Too much instructional time is spent administering assessments.	92.9%	90.5%	86.1%	79.4%	71.4%	54.6%
HCPSS professional development experiences are meaningful and worthwhile	67.4%	51.2%	37.1%	50.0%	47.6%	54.6%
Increased workload has contributed to a decline in my morale.	82.6%	68.3%	82.9%	73.5%	69.8%	51.5%
I am paid fairly.	34.8%	40.5%	52.8%	58.8%	53.5%	45.3%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	37.0%	22.0%	17.1%	97.1%	90.7%	84.1%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.6%	25.6%	70.6%	76.5%	79.1%	54.6%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.3%	97.6%	94.4%	97.1%	88.4%	91.1%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	76.1%	66.7%	68.6%	72.7%	71.4%	78.1%
In my position, I receive appropriate and adequate support and training	68.9%	67.4%	69.4%	68.6%	69.8%	67.1%
In the last 12 months, I have experienced harassing behavior from colleagues	7.0%	7.1%	11.1%	8.6%	5.1%	3.1%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	11.9%	18.6%	8.6%	17.1%	2.6%	4.7%
In the last 12 months, I have experienced harassing behavior from parents	29.3%	17.1%	17.6%	23.5%	17.5%	18.7%
At my school I spend most of my PIP time on non-instructional activities.					29.0%	17.1%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					76.7%	73.0%
In my school, I spend too much time in meetings.						68.7%
In my school, there is adequate support for special education students.						14.0%
Participants	46	43	36	35	45 out of 76	64 out of 71
Principal	Vicky Sarro	Vicky Sarro	Vicky Sarro	Vicky Sarro	Vicky Sarro	Dan Notari