

<b>Stevens Forest 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.	55.3%	80.0%	43.8%	40.0%	76.2%	81.8%
There is an atmosphere of open communication and trust in my school/worksite.	68.1%	70.0%	53.2%	65.7%	85.7%	93.9%
I personally feel successful in my work.	80.4%	90.0%	77.1%	82.9%	81.0%	85.2%
I feel involved in decision-making at my school/worksite.	46.7%	62.5%	41.3%	67.6%	71.4%	82.3%
I want to be involved in decision-making at my school/worksite.	91.1%	94.6%	93.5%	97.1%	90.5%	91.1%
In my school/worksite, I can speak openly about important issues without fear of repercussions	70.2%	71.8%	74.5%	82.9%	85.7%	94.1%
In my school/worksite, I am treated as a professional	87.0%	90.0%	81.3%	97.1%	85.7%	96.9%
There is good teamwork among staff in my school/worksite.	74.5%	82.5%	63.8%	71.4%	71.4%	85.2%
Non-instructional duties are assigned on an equitable basis in my school/worksite	67.4%	78.4%	81.8%	75.0%	84.2%	81.80%
My working environment (i.e. safety, cleanliness) is conducive to success	71.7%	82.5%	66.7%	57.1%	71.4%	47.00%
My work performance is evaluated fairly.	76.1%	83.8%	89.6%	94.1%	80.0%	88.20%
I am provided adequate time during the workday to plan, prepare for and do my job.	55.6%	66.7%	70.2%	64.7%	38.1%	55.80%
I am provided adequate work and storage space to prepare for and do my job.	73.9%	87.5%	83.3%	82.9%	71.4%	76.40%
My administrators/supervisors respect the negotiated contracts	95.7%	100.0%	95.7%	97.1%	81.0%	100.00%
My planning time is respected by my school administrators/supervisors	83.3%	87.5%	87.2%	82.8%	68.8%	81.80%
In my school, administrators/supervisors support me in enforcing discipline	81.4%	85.8%	65.2%	48.3%	83.3%	85.20%
In my school, student misbehavior interferes with learning.	75.6%	84.6%	89.4%	97.1%	95.0%	90.90%
Too much instructional time is spent administering assessments.	79.1%	97.4%	88.1%	80.0%	83.3%	78.10%
HCPSS professional development experiences are meaningful and worthwhile	72.7%	92.3%	66.7%	68.6%	76.2%	61.70%
Increased workload has contributed to a decline in my morale.	60.9%	50.0%	52.2%	57.1%	75.0%	61.70%
I am paid fairly.	57.4%	50.0%	45.8%	42.9%	50.0%	50.00%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	52.3%	55.0%	14.6%	84.1%	89.5%	85.20%
I have confidence in the leadership exhibited by the Howard County Board of Education.	36.4%	50.0%	66.0%	96.9%	89.5%	57.50%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.4%	94.9%	100.0%	97.1%	100.0%	96.90%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	73.3%	82.5%	79.2%	68.6%	65.0%	70.50%
In my position, I receive appropriate and adequate support and training	80.9%	85.0%	82.6%	85.7%	71.4%	73.50%
In the last 12 months, I have experienced harassing behavior from colleagues	4.8%	5.1%	10.9%	8.8%	5.3%	11.70%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.3%	5.1%	4.3%	3.0%	5.3%	0.00%
In the last 12 months, I have experienced harassing behavior from parents	16.7%	17.5%	14.9%	26.5%	15.8%	23.50%
At my school I spend most of my PIP time on non-instructional activities.					33.3%	26.40%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					80.0%	45.40%
In my school, I spend too much time in meetings.						44.10%
In my school, there is adequate support for special education students.						11.70%
Participants	47	40	48	35	22 out of 75	34 out of 75
Principal	Ernesto Diaz	Ernesto Diaz	Ernesto Diaz	Ernesto Diaz	Joy Smith	Joy Smith