Veterans ES	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	75.4%	84.3%	83.0%	85.7%	75.9%	81.2%
There is an atmosphere of open communication and trust in my school/worksite.	71.9%	88.2%	81.1%	90.0%	81.0%	88.7%
I personally feel successful in my work.	84.4%	92.2%	86.8%	85.7%	84.7%	89.0%
I feel involved in decision-making at my school/worksite.	46.0%	67.3%	63.5%	72.9%	64.4%	76.5%
I want to be involved in decision-making at my school/worksite.	93.5%	91.8%	91.8%	93.9%	94.9%	90.6%
In my school/worksite, I can speak openly about important issues without fear of repercussions	72.3%	80.4%	82.7%	84.0%	79.7%	81.2%
In my school/worksite, I am treated as a professional	84.6%	94.0%	96.2%	98.0%	93.2%	96.8%
There is good teamwork among staff in my school/worksite.	81.3%	88.0%	79.2%	92.0%	89.8%	84.1%
Non-instructional duties are assigned on an equitable basis in my school/worksite	65.5%	89.6%	77.1%	80.5%	79.6%	76.1%
My working enviornment (i.e. safety, cleanliness) is conductive to success	86.2%	86.0%	69.8%	64.0%	62.7%	67.1%
My work performance is evaluated fairly.	72.3%	78.4%	81.1%	92.0%	86.4%	95.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	44.4%	67.3%	50.0%	60.0%	65.5%	73.4%
I am provided adequate work and storage space to prepare for and do my job.	88.7%	90.2%	81.1%	90.0%	94.8%	95.3%
My administrators/supervisors respect the negotiated contracts	85.5%	94.0%	96.2%	94.0%	86.4%	96.8%
My planning time is respected by my school administrators/supervisors	80.8%	90.5%	72.3%	93.2%	84.6%	91.9%
In my school, administrators/supervisors support me in enforcing discipline	73.2%	82.2%	83.7%	84.8%	73.6%	73.4%
In my school, student misbehavior interferes with learning.	44.8%	53.2%	54.9%	50.0%	76.4%	64.0%
Too much instructional time is spent administering assessments.	85.5%	73.9%	73.5%	57.8%	60.8%	54.6%
HCPSS professional development experiences are meaningful and worthwhile	51.6%	64.0%	30.0%	46.0%	44.1%	51.6%
Increased workload has contributed to a decline in my morale.	66.7%	56.9%	64.2%	50.0%	53.4%	51.5%
I am paid fairly.	35.4%	73.1%	31.4%	51.0%	40.7%	63.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	30.5%	31.4%	17.3%	97.9%	96.4%	76.1%
I have confidence in the leadership exhibited by the Howard County Board of Education.	33.9%	30.0%	69.2%	84.0%	84.5%	65.6%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.0%	92.2%	98.1%	94.0%	91.4%	90.6%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	77.6%	70.2%	76.5%	89.6%	78.9%	82.8%
In my position, I receive appropriate and adequate support and training	70.3%	88.2%	74.0%	84.0%	72.9%	77.4%
In the last 12 months, I have experienced harassing behavior from colleagues	16.7%	2.1%	2.0%	8.9%	15.3%	7.9%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.3%	2.1%	3.9%	4.3%	1.7%	0.0%
In the last 12 months, I have experienced harassing behavior from parents	19.0%	16.3%	5.9%	12.8%	12.1%	9.3%
At my school I spend most of my PIP time on non-instructional activities.					25.0%	24.1%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					78.0%	70.0%
In my school, I spend too much time in meetings.						25.8%
In my school, there is adequate support for special education students.						17.4%
Participants	65	51	53	50	59 out of 127	64 out of 125
Principal	Robert Bruce	Robert Bruce	Robert Bruce	Robert Bruce	Robert Bruce	Robert Bruce