

Rockburn ES	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	76.6%	63.0%	33.3%	22.5%	100.0%	70.5%
There is an atmosphere of open communication and trust in my school/worksite.	76.6%	71.7%	60.0%	30.0%	94.3%	76.4%
I personally feel successful in my work.	89.4%	87.0%	71.4%	71.8%	97.1%	58.8%
I feel involved in decision-making at my school/worksite.	65.2%	65.2%	61.1%	43.6%	80.0%	67.6%
I want to be involved in decision-making at my school/worksite.	91.5%	93.5%	91.4%	94.9%	88.6%	94.1%
In my school/worksite, I can speak openly about important issues without fear of repercussions	78.3%	71.7%	66.7%	47.5%	91.4%	78.7%
In my school/worksite, I am treated as a professional	89.4%	91.3%	77.8%	75.0%	97.1%	88.2%
There is good teamwork among staff in my school/worksite.	87.2%	82.2%	72.2%	65.0%	94.3%	85.2%
Non-instructional duties are assigned on an equitable basis in my school/worksite	79.5%	69.0%	71.9%	62.9%	74.2%	61.7%
My working environment (i.e. safety, cleanliness) is conducive to success	89.4%	89.1%	38.9%	50.0%	63.6%	55.8%
My work performance is evaluated fairly.	85.1%	84.8%	94.3%	92.5%	100.0%	90.9%
I am provided adequate time during the workday to plan, prepare for and do my job.	67.4%	47.8%	61.1%	45.0%	68.6%	38.2%
I am provided adequate work and storage space to prepare for and do my job.	84.8%	84.8%	75.0%	75.0%	91.2%	64.7%
My administrators/supervisors respect the negotiated contracts	95.7%	93.3%	91.7%	87.5%	97.1%	91.1%
My planning time is respected by my school administrators/supervisors	87.8%	89.7%	91.2%	86.1%	88.2%	76.4%
In my school, administrators/supervisors support me in enforcing discipline	80.0%	73.8%	61.8%	46.2%	93.9%	70.5%
In my school, student misbehavior interferes with learning.	40.0%	52.4%	70.6%	82.1%	40.0%	79.4%
Too much instructional time is spent administering assessments.	61.0%	73.7%	66.7%	64.7%	65.6%	54.5%
HCPSS professional development experiences are meaningful and worthwhile	60.0%	59.5%	27.8%	45.0%	42.9%	44.1%
Increased workload has contributed to a decline in my morale.	76.6%	86.4%	88.9%	57.5%	58.8%	79.4%
I am paid fairly.	51.1%	37.0%	52.8%	47.5%	41.2%	47.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	52.2%	28.3%	2.9%	100.0%	97.1%	73.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	61.4%	35.6%	82.9%	87.9%	85.7%	48.4%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.7%	97.7%	97.2%	100.0%	97.1%	90.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	76.1%	85.7%	57.1%	66.7%	82.4%	64.7%
In my position, I receive appropriate and adequate support and training	76.6%	75.6%	69.4%	55.0%	79.4%	64.7%
In the last 12 months, I have experienced harassing behavior from colleagues	4.3%	14.3%	14.3%	23.7%	8.6%	8.8%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4.4%	9.1%	8.6%	7.7%	5.7%	2.9%
In the last 12 months, I have experienced harassing behavior from parents	10.9%	15.6%	26.5%	20.5%	22.9%	17.6%
At my school I spend most of my PIP time on non-instructional activities.					30.4%	15.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					73.9%	44.1%
In my school, I spend too much time in meetings.						39.3%
In my school, there is adequate support for special education students.						14.7%
Participants	47	46	36	40	35 out of 93	34 out of 95
Principal	Lauren Bauer	Lauren Bauer	Lauren Bauer	Lauren Bauer	Elizabeth Yankle	Elizabeth Yankle