

<b>Atholton Elementary School</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>
Overall, morale at my school/worksite is good.	97.1%	96.8%	6.7%	48.5%	19.4%
There is an atmosphere of open communication and trust in my school/worksite.	94.1%	93.5%	16.7%	42.4%	14.3%
I personally feel successful in my work.	97.1%	90.0%	60.0%	81.8%	72.2%
I feel involved in decision-making at my school/worksite.	73.5%	87.1%	23.3%	39.4%	30.6%
I want to be involved in decision-making at my school/worksite.	90.9%	93.3%	90.0%	93.9%	94.4%
In my school/worksite, I can speak openly about important issues without fear of repercussions	91.2%	90.3%	30.0%	39.4%	25.0%
In my school/worksite, I am treated as a professional	96.9%	100.0%	50.0%	75.8%	63.9%
There is good teamwork among staff in my school/worksite.	100.0%	96.8%	82.8%	84.4%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	82.4%	88.9%	67.9%	72.4%	66.7%
My working environment (i.e. safety, cleanliness) is conducive to success	88.2%	93.5%	70.0%	78.8%	58.3%
My work performance is evaluated fairly.	94.1%	90.3%	75.9%	90.6%	83.3%
I am provided adequate time during the workday to plan, prepare for and do my job.	63.6%	64.5%	17.9%	48.5%	27.8%
I am provided adequate work and storage space to prepare for and do my job.	88.2%	96.8%	80.0%	87.9%	77.8%
My administrators/supervisors respect the negotiated contracts	100.0%	100.0%	80.0%	90.9%	86.1%
My planning time is respected by my school administrators/supervisors	100.0%	92.6%	62.1%	58.6%	44.4%
In my school, administrators/supervisors support me in enforcing discipline	93.9%	93.3%	38.5%	67.7%	44.4%
In my school, student misbehavior interferes with learning.	32.3%	14.3%	86.7%	64.5%	80.6%
Too much instructional time is spent administering assessments.	74.1%	80.0%	87.5%	66.7%	70.6%
HCPSS professional development experiences are meaningful and worthwhile	61.8%	55.6%	41.4%	54.5%	47.2%
Increased workload has contributed to a decline in my morale.	51.5%	51.9%	86.2%	69.7%	84.4%
I am paid fairly.	44.1%	48.4%	50.0%	60.6%	36.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	57.6%	40.0%	6.7%	100.0%	100.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	41.2%	30.0%	69.0%	90.3%	80.0%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	93.8%	93.3%	96.7%	100.0%	100.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	79.4%	82.1%	75.0%	77.4%	80.0%
In my position, I receive appropriate and adequate support and training	85.3%	83.9%	60.0%	81.8%	77.1%
In the last 12 months, I have experienced harassing behavior from colleagues	0.0%	0.0%	6.7%	6.5%	5.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	3.4%	6.7%	6.3%	13.9%
In the last 12 months, I have experienced harassing behavior from parents	8.8%	6.9%	16.7%	12.9%	22.2%
At my school I spend most of my PIP time on non-instructional activities.					26.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					69.2%
Participants	34	31	30	33	36 out of 60
Principal	Denise Lancaster	Denise Lancaster	Shawna Holden	Shawna Holden	Shawna Holden