

<b>Forest Ridge ES</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.	82.9%	36.4%	36.8%	64.1%	72.7%
There is an atmosphere of open communication and trust in my school/worksite.	83.3%	32.4%	42.1%	66.7%	81.8%
I personally feel successful in my work.	85.7%	76.5%	78.9%	86.8%	77.3%
I feel involved in decision-making at my school/worksite.	72.5%	35.3%	47.2%	59.5%	61.9%
I want to be involved in decision-making at my school/worksite.	85.4%	94.1%	89.2%	86.5%	95.5%
In my school/worksite, I can speak openly about important issues without fear of repercussions	81.0%	38.7%	68.4%	71.8%	77.3%
In my school/worksite, I am treated as a professional	85.7%	75.8%	76.3%	94.9%	90.9%
There is good teamwork among staff in my school/worksite.	82.9%	88.2%	65.8%	76.4%	81.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.0%	68.8%	77.1%	75.0%	77.3%
My working environment (i.e. safety, cleanliness) is conducive to success	90.5%	81.8%	78.9%	92.3%	71.4%
My work performance is evaluated fairly.	78.6%	59.4%	86.8%	89.5%	90.9%
I am provided adequate time during the workday to plan, prepare for and do my job.	47.6%	39.4%	44.7%	56.4%	54.5%
I am provided adequate work and storage space to prepare for and do my job.	78.6%	85.3%	73.7%	84.6%	86.4%
My administrators/supervisors respect the negotiated contracts	95.2%	81.8%	83.8%	100.0%	90.9%
My planning time is respected by my school administrators/supervisors	97.3%	75.0%	68.8%	75.8%	58.8%
In my school, administrators/supervisors support me in enforcing discipline	83.3%	75.8%	81.8%	88.6%	71.4%
In my school, student misbehavior interferes with learning.	61.0%	63.6%	75.7%	52.6%	81.8%
Too much instructional time is spent administering assessments.	80.0%	93.9%	83.8%	64.9%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	61.9%	51.5%	58.3%	44.7%	50.0%
Increased workload has contributed to a decline in my morale.	62.5%	78.8%	78.4%	65.8%	75.0%
I am paid fairly.	34.1%	25.0%	34.2%	38.5%	45.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	35.9%	21.2%	8.6%	94.7%	100.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	23.7%	25.8%	62.9%	84.6%	86.4%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	87.8%	93.9%	94.1%	94.3%	100.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.9%	75.9%	65.6%	78.4%	72.7%
In my position, I receive appropriate and adequate support and training	75.6%	72.7%	65.8%	71.8%	90.9%
In the last 12 months, I have experienced harassing behavior from colleagues	12.2%	15.2%	18.9%	10.8%	4.8%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4.8%	6.3%	5.6%	5.4%	0.0%
In the last 12 months, I have experienced harassing behavior from parents	22.0%	15.2%	25.7%	16.7%	31.8%
At my school I spend most of my PIP time on non-instructional activities.					33.3%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					46.2%
n=	42	34	38	39	22 out of 81
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