

<b>Hollifield Elemntary</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.	64.4%	70.2%	33.3%	75.0%	82.8%
There is an atmosphere of open communication and trust in my school/worksite.	74.6%	66.0%	59.1%	76.6%	72.4%
I personally feel successful in my work.	87.9%	91.5%	71.1%	89.4%	89.7%
I feel involved in decision-making at my school/worksite.	50.0%	56.5%	47.7%	64.4%	57.7%
I want to be involved in decision-making at my school/worksite.	87.9%	88.6%	90.7%	91.3%	85.2%
In my school/worksite, I can speak openly about important issues without fear of repercussions	62.1%	55.3%	48.9%	63.8%	59.3%
In my school/worksite, I am treated as a professional	81.4%	82.6%	71.1%	91.7%	82.8%
There is good teamwork among staff in my school/worksite.	93.1%	95.7%	91.1%	89.4%	86.2%
Non-instructional duties are assigned on an equitable basis in my school/worksite	62.5%	84.8%	76.2%	76.1%	82.8%
My working environment (i.e. safety, cleanliness) is conducive to success	83.1%	85.1%	84.4%	82.6%	78.6%
My work performance is evaluated fairly.	70.7%	66.0%	80.0%	89.1%	75.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	37.9%	36.2%	41.9%	46.7%	63.0%
I am provided adequate work and storage space to prepare for and do my job.	74.1%	83.0%	88.9%	77.1%	78.6%
My administrators/supervisors respect the negotiated contracts	79.3%	95.7%	82.2%	97.9%	93.1%
My planning time is respected by my school administrators/supervisors	76.0%	80.0%	64.1%	72.1%	79.2%
In my school, administrators/supervisors support me in enforcing discipline	83.9%	84.8%	71.4%	72.1%	66.7%
In my school, student misbehavior interferes with learning.	57.1%	47.8%	86.0%	78.3%	69.0%
Too much instructional time is spent administering assessments.	90.4%	88.1%	87.5%	79.5%	69.2%
HCPSS professional development experiences are meaningful and worthwhile	51.8%	56.5%	42.9%	63.0%	59.3%
Increased workload has contributed to a decline in my morale.	74.1%	80.0%	79.1%	64.6%	69.0%
I am paid fairly.	34.5%	29.8%	37.8%	52.2%	48.3%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	50.9%	25.5%	9.3%	97.9%	93.1%
I have confidence in the leadership exhibited by the Howard County Board of Education.	44.6%	34.0%	57.1%	93.6%	93.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	81.5%	89.4%	97.6%	97.7%	100.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	75.9%	68.2%	61.9%	78.7%	81.5%
In my position, I receive appropriate and adequate support and training	91.2%	78.7%	68.2%	81.3%	89.7%
In the last 12 months, I have experienced harassing behavior from colleagues	7.4%	13.3%	8.9%	9.1%	7.1%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	9.1%	2.2%	13.3%	8.9%	3.6%
In the last 12 months, I have experienced harassing behavior from parents	23.1%	11.1%	11.4%	17.4%	10.7%
At my school I spend most of my PIP time on non-instructional activities.					35.0%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					70.0%
n=	59	47	45	48	30 out of 95
	Lisa J. Booth	Lisa J. Booth	Lisa J. Booth	Lisa J. Booth	Lisa J. Booth