

| Rockburn ES | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 |
|---|--------------|--------------|--------------|--------------|------------------|
| Overall, morale at my school/worksite is good. | 76.6% | 63.0% | 33.3% | 22.5% | 100.0% |
| There is an atmosphere of open communication and trust in my school/worksite. | 76.6% | 71.7% | 60.0% | 30.0% | 94.3% |
| I personally feel successful in my work. | 89.4% | 87.0% | 71.4% | 71.8% | 97.1% |
| I feel involved in decision-making at my school/worksite. | 65.2% | 65.2% | 61.1% | 43.6% | 80.0% |
| I want to be involved in decision-making at my school/worksite. | 91.5% | 93.5% | 91.4% | 94.9% | 88.6% |
| 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% |
| In my school/worksite, I am treated as a professional | 89.4% | 91.3% | 77.8% | 75.0% | 97.1% |
| There is good teamwork among staff in my school/worksite. | 87.2% | 82.2% | 72.2% | 65.0% | 94.3% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 79.5% | 69.0% | 71.9% | 62.9% | 74.2% |
| My working environment (i.e. safety, cleanliness) is conducive to success | 89.4% | 89.1% | 38.9% | 50.0% | 63.6% |
| My work performance is evaluated fairly. | 85.1% | 84.8% | 94.3% | 92.5% | 100.0% |
| 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% |
| 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% |
| My administrators/supervisors respect the negotiated contracts | 95.7% | 93.3% | 91.7% | 87.5% | 97.1% |
| My planning time is respected by my school administrators/supervisors | 87.8% | 89.7% | 91.2% | 86.1% | 88.2% |
| In my school, administrators/supervisors support me in enforcing discipline | 80.0% | 73.8% | 61.8% | 46.2% | 93.9% |
| In my school, student misbehavior interferes with learning. | 40.0% | 52.4% | 70.6% | 82.1% | 40.0% |
| Too much instructional time is spent administering assessments. | 61.0% | 73.7% | 66.7% | 64.7% | 65.6% |
| HCPSS professional development experiences are meaningful and worthwhile | 60.0% | 59.5% | 27.8% | 45.0% | 42.9% |
| Increased workload has contributed to a decline in my morale. | 76.6% | 86.4% | 88.9% | 57.5% | 58.8% |
| I am paid fairly. | 51.1% | 37.0% | 52.8% | 47.5% | 41.2% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 52.2% | 28.3% | 2.9% | 100.0% | 97.1% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 61.4% | 35.6% | 82.9% | 87.9% | 85.7% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 97.7% | 97.7% | 97.2% | 100.0% | 97.1% |
| 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% |
| In my position, I receive appropriate and adequate support and training | 76.6% | 75.6% | 69.4% | 55.0% | 79.4% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 4.3% | 14.3% | 14.3% | 23.7% | 8.6% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 4.4% | 9.1% | 8.6% | 7.7% | 5.7% |
| In the last 12 months, I have experienced harassing behavior from parents | 10.9% | 15.6% | 26.5% | 20.5% | 22.9% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 30.4% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 73.9% |
| Participants | 47 | 46 | 36 | 40 | 35 out of 93 |
| Principal | Lauren Bauer | Lauren Bauer | Lauren Bauer | Lauren Bauer | Elizabeth Yankle |