

<b>Centennial Lane ES</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>
Overall, morale at my school/worksite is good.	56.3%	36.8%	41.3%	97.1%	80.8%	78.7%
There is an atmosphere of open communication and trust in my school/worksite.	63.8%	50.0%	56.5%	94.1%	76.9%	91.1%
I personally feel successful in my work.	74.5%	63.2%	67.4%	88.2%	88.5%	91.4%
I feel involved in decision-making at my school/worksite.	61.7%	55.6%	53.3%	81.8%	79.2%	68.0%
I want to be involved in decision-making at my school/worksite.	97.7%	97.1%	95.5%	97.0%	100.0%	91.4%
In my school/worksite, I can speak openly about important issues without fear of repercussions	70.2%	63.9%	45.5%	88.2%	80.8%	87.2%
In my school/worksite, I am treated as a professional	81.3%	71.1%	71.7%	88.2%	88.5%	93.4%
There is good teamwork among staff in my school/worksite.	79.2%	86.8%	91.3%	88.2%	84.0%	84.7%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.6%	66.7%	80.5%	75.0%	87.5%	77.7%
My working environment (i.e. safety, cleanliness) is conducive to success	68.8%	68.4%	73.3%	73.5%	88.5%	78.7%
My work performance is evaluated fairly.	71.7%	73.7%	64.4%	90.9%	84.0%	93.6%
I am provided adequate time during the workday to plan, prepare for and do my job.	34.8%	23.7%	23.9%	46.9%	42.3%	42.5%
I am provided adequate work and storage space to prepare for and do my job.	68.8%	81.1%	62.2%	71.9%	88.5%	87.2%
My administrators/supervisors respect the negotiated contracts	87.5%	83.8%	91.1%	100.0%	100.0%	91.4%
My planning time is respected by my school administrators/supervisors	90.2%	67.6%	75.0%	92.9%	79.2%	74.4%
In my school, administrators/supervisors support me in enforcing discipline	95.3%	86.1%	88.4%	100.0%	95.8%	93.6%
In my school, student misbehavior interferes with learning.	10.9%	13.5%	41.9%	33.3%	24.0%	40.4%
Too much instructional time is spent administering assessments.	91.5%	94.4%	81.8%	75.0%	61.5%	44.6%
HCPSS professional development experiences are meaningful and worthwhile	67.4%	54.3%	50.0%	54.5%	37.5%	48.9%
Increased workload has contributed to a decline in my morale.	78.7%	94.4%	89.1%	80.6%	62.5%	76.6%
I am paid fairly.	30.4%	21.1%	32.6%	45.5%	40.0%	31.9%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	21.3%	8.1%	4.3%	82.4%	83.3%	63.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	28.9%	13.2%	72.1%	84.8%	81.8%	46.8%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.9%	97.4%	88.4%	91.2%	91.7%	87.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.0%	77.4%	72.7%	86.7%	83.3%	78.2%
In my position, I receive appropriate and adequate support and training	66.0%	58.3%	70.5%	86.3%	72.0%	70.2%
In the last 12 months, I have experienced harassing behavior from colleagues	17.4%	5.3%	9.1%	9.7%	18.2%	11.1%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10.9%	10.5%	11.1%	6.3%	4.5%	2.1%
In the last 12 months, I have experienced harassing behavior from parents	26.1%	29.7%	31.1%	23.3%	26.1%	15.2%
At my school I spend most of my PIP time on non-instructional activities.					52.4%	19.1%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					63.2%	55.5%
In my school, I spend too much time in meetings.						53.1%
In my school, there is adequate support for special education students.						31.9%
Participants	48	38	46	34	28 out of 74	47 out of 72
Principal	Amanda Wadsworth	Amanda Wadsworth	Amanda Wadsworth	Amanda Wadsworth	Amanda Wadsworth	Tracey Albright