

Cradlerock Elemnetary School	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	75.0%	89.5%	72.7%	32.3%	25.0%	52.0%
There is an atmosphere of open communication and trust in my school/worksite.	72.5%	78.9%	90.9%	83.9%	54.2%	72.0%
I personally feel successful in my work.	90.0%	86.8%	86.4%	67.7%	62.5%	56.0%
I feel involved in decision-making at my school/worksite.	62.5%	71.1%	61.9%	60.0%	60.9%	68.0%
I want to be involved in decision-making at my school/worksite.	94.9%	91.7%	85.7%	93.3%	100.0%	88.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	70.0%	89.2%	86.4%	87.1%	75.0%	80.0%
In my school/worksite, I am treated as a professional	95.0%	100.0%	95.5%	83.9%	83.3%	84.0%
There is good teamwork among staff in my school/worksite.	77.5%	84.2%	86.4%	90.3%	91.7%	72.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite	80.0%	81.8%	71.4%	89.7%	82.6%	62.5%
My working enviornment (i.e. safety, cleanliness) is conducive to success	77.5%	76.3%	77.3%	61.3%	29.2%	80.0%
My work performance is evaluated fairly.	82.5%	88.9%	90.9%	96.6%	87.5%	79.1%
I am provided adequate time during the workday to plan, prepare for and do my job.	56.4%	55.6%	52.4%	54.8%	58.3%	48.0%
I am provided adequate work and storage space to prepare for and do my job.	72.5%	84.2%	100.0%	87.1%	69.6%	70.8%
My administrators/supervisors respect the negotiated contracts	97.5%	100.0%	95.2%	90.3%	87.0%	100.0%
My planning time is respected by my school administrators/supervisors	87.5%	84.4%	85.7%	88.5%	85.0%	76.0%
In my school, administrators/supervisors support me in enforcing discipline	94.4%	77.1%	76.2%	72.4%	52.2%	76.0%
In my school, student misbehavior interferes with learning.	76.9%	75.7%	76.2%	90.0%	91.3%	88.0%
Too much instructional time is spent administering assessments.	78.8%	77.1%	66.7%	56.0%	42.9%	48.0%
HCPSS professional development experiences are meaningful and worthwhile	75.0%	78.4%	57.1%	72.4%	73.9%	48.0%
Increased workload has contributed to a decline in my morale.	69.2%	65.8%	59.1%	66.7%	72.7%	56.0%
I am paid fairly.	47.5%	37.8%	40.9%	58.1%	37.5%	33.3%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	59.5%	47.2%	13.6%	90.3%	73.9%	56.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	59.0%	52.8%	66.7%	83.3%	81.0%	41.6%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.4%	94.6%	95.5%	90.3%	91.3%	91.6%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.9%	78.4%	81.0%	89.3%	86.4%	72.0%
In my position, I receive appropriate and adequate support and training	71.1%	81.6%	72.7%	74.2%	75.0%	68.0%
In the last 12 months, I have experienced harassing behavior from colleagues	15.4%	0.0%	4.8%	8.0%	8.3%	12.0%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.6%	0.0%	5.0%	8.7%	4.2%	8.0%
In the last 12 months, I have experienced harassing behavior from parents	28.2%	18.4%	13.6%	24.0%	17.4%	20.0%
At my school I spend most of my PIP time on non-instructional activities.					26.3%	32.0%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					73.7%	64.0%
In my school, I spend too much time in meetings.						37.5%
In my school, there is adequate support for special education students.						13.0%
n=	40	38	22	31	24 out of 85	25 out of 87
	Jason McCoy	Jason McCoy	Jason McCoy	Jennifer Zinn	Jennifer Zinn	Jonathan Davis