

Guilford ES	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	73.5%	85.3%	88.0%	71.9%	44.4%	54.7%
There is an atmosphere of open communication and trust in my school/worksite.	79.4%	85.3%	88.0%	72.7%	50.0%	78.5%
I personally feel successful in my work.	91.4%	85.3%	88.0%	87.9%	77.8%	76.1%
I feel involved in decision-making at my school/worksite.	71.4%	76.5%	76.0%	71.9%	76.5%	78.5%
I want to be involved in decision-making at my school/worksite.	88.6%	90.6%	92.0%	96.8%	100.0%	97.5%
In my school/worksite, I can speak openly about important issues without fear of repercussions	77.1%	79.4%	72.0%	68.8%	61.1%	80.4%
In my school/worksite, I am treated as a professional	88.6%	88.2%	96.0%	87.9%	83.3%	90.2%
There is good teamwork among staff in my school/worksite.	82.9%	82.4%	87.5%	84.8%	88.9%	73.1%
Non-instructional duties are assigned on an equitable basis in my school/worksite	78.8%	69.0%	78.3%	78.1%	64.3%	58.5%
My working environment (i.e. safety, cleanliness) is conducive to success	85.7%	85.3%	88.0%	90.6%	94.4%	69.0%
My work performance is evaluated fairly.	80.0%	76.5%	88.0%	93.8%	83.3%	90.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	57.6%	39.4%	56.0%	54.5%	55.6%	57.1%
I am provided adequate work and storage space to prepare for and do my job.	80.0%	74.2%	92.0%	78.8%	77.8%	80.9%
My administrators/supervisors respect the negotiated contracts	94.3%	93.8%	96.0%	84.8%	83.3%	90.4%
My planning time is respected by my school administrators/supervisors	84.8%	78.6%	97.5%	72.4%	83.3%	80.4%
In my school, administrators/supervisors support me in enforcing discipline	82.4%	88.2%	82.6%	76.7%	83.3%	69.0%
In my school, student misbehavior interferes with learning.	76.5%	67.6%	95.7%	90.9%	88.9%	95.2%
Too much instructional time is spent administering assessments.	87.9%	87.5%	61.9%	71.4%	61.5%	51.2%
HCPSS professional development experiences are meaningful and worthwhile	65.7%	51.5%	62.5%	56.7%	52.9%	63.4%
Increased workload has contributed to a decline in my morale.	62.5%	67.6%	60.0%	53.1%	83.3%	78.0%
I am paid fairly.	37.1%	42.4%	40.0%	39.4%	44.4%	35.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	48.5%	34.4%	28.0%	97.0%	94.4%	67.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	54.5%	35.5%	76.0%	87.5%	83.3%	39.0%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	94.3%	97.1%	96.0%	96.9%	100.0%	95.1%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	74.3%	63.6%	79.2%	78.1%	76.5%	69.0%
In my position, I receive appropriate and adequate support and training	85.7%	79.4%	72.0%	81.3%	77.8%	78.0%
In the last 12 months, I have experienced harassing behavior from colleagues	15.2%	21.9%	24.0%	15.2%	35.3%	16.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3.1%	15.2%	12.0%	15.2%	18.8%	11.9%
In the last 12 months, I have experienced harassing behavior from parents	9.4%	21.2%	36.0%	27.3%	25.0%	30.0%
At my school I spend most of my PIP time on non-instructional activities.					16.7%	20.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					83.3%	57.5%
In my school, I spend too much time in meetings.						56.1%
In my school, there is adequate support for special education students.						9.5%
Participants	34	34	25	33	18 out of 68	42 out of 65
Principal	Genee A. Varlack	Jonathan Davis	Jonathan Davis	Jonathan Davis	Jonathan Davis	Justin FitzGerald