

Lake Elkhorn MS	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	65.0%	38.5%	22.7%	17.1%	5.2%	80.9%
There is an atmosphere of open communication and trust in my school/worksite.	73.2%	43.6%	45.5%	23.5%	8.6%	78.5%
I personally feel successful in my work.	78.0%	76.9%	65.2%	67.6%	67.9%	68.2%
I feel involved in decision-making at my school/worksite.	61.1%	41.0%	38.1%	29.4%	25.9%	78.5%
I want to be involved in decision-making at my school/worksite.	80.0%	89.2%	81.8%	84.8%	89.5%	87.8%
In my school/worksite, I can speak openly about important issues without fear of repercussions	75.0%	43.6%	45.0%	47.1%	35.1%	89.7%
In my school/worksite, I am treated as a professional	82.9%	71.8%	72.7%	60.0%	57.9%	95.1%
There is good teamwork among staff in my school/worksite.	77.5%	76.9%	72.7%	67.6%	67.2%	80.9%
Non-instructional duties are assigned on an equitable basis in my school/worksite	79.5%	68.6%	56.5%	62.1%	67.3%	78.0%
My working environment (i.e. safety, cleanliness) is conducive to success	65.9%	66.7%	50.0%	42.9%	18.2%	60.9%
My work performance is evaluated fairly.	90.0%	73.7%	73.9%	67.7%	76.8%	88.1%
I am provided adequate time during the workday to plan, prepare for and do my job.	40.0%	47.4%	34.8%	58.8%	36.8%	35.7%
I am provided adequate work and storage space to prepare for and do my job.	75.6%	76.3%	87.0%	60.6%	61.4%	53.6%
My administrators/supervisors respect the negotiated contracts	94.9%	89.2%	90.9%	80.6%	73.7%	95.1%
My planning time is respected by my school administrators/supervisors	80.6%	73.5%	45.5%	70.4%	50.0%	75.6%
In my school, administrators/supervisors support me in enforcing discipline	53.8%	44.7%	45.5%	39.4%	28.6%	69.0%
In my school, student misbehavior interferes with learning.	95.0%	94.4%	95.7%	85.3%	89.7%	95.1%
Too much instructional time is spent administering assessments.	77.5%	77.1%	60.9%	51.7%	50.0%	40.0%
HCPSS professional development experiences are meaningful and worthwhile	66.7%	62.2%	54.5%	51.4%	66.1%	77.5%
Increased workload has contributed to a decline in my morale.	65.8%	63.9%	65.0%	71.9%	61.4%	58.5%
I am paid fairly.	61.5%	51.3%	60.9%	51.4%	63.2%	61.9%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	59.5%	43.6%	34.8%	87.1%	68.4%	83.3%
I have confidence in the leadership exhibited by the Howard County Board of Education.	52.6%	38.5%	81.8%	74.2%	67.9%	50.0%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.0%	86.8%	90.9%	87.9%	89.1%	92.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	73.0%	64.9%	72.7%	69.7%	72.4%	82.9%
In my position, I receive appropriate and adequate support and training	85.4%	71.8%	65.2%	63.6%	74.1%	76.1%
In the last 12 months, I have experienced harassing behavior from colleagues	8.1%	5.7%	9.5%	12.5%	18.2%	9.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	13.9%	18.2%	32.3%	20.8%	12.2%
In the last 12 months, I have experienced harassing behavior from parents	23.7%	28.9%	18.2%	45.5%	22.2%	21.4%
At my school I spend most of my PIP time on non-instructional activities.					53.7%	19.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					75.0%	64.2%
In my school, I spend too much time in meetings.						20.0%
In my school, there is adequate support for special education students.						21.4%
Participants	41	39	23	35	58 out of 84	42 out of 79
Principal	Martin Vandenberg	Martin Vandenberg	Martin Vandenberg	Lynette Moore	Lynette Moore	Melissa Shindel