

<b>Longfellow Elementary School</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.	56.8%	58.7%	40.6%	75.8%	80.0%	92.3%
There is an atmosphere of open communication and trust in my school/worksite.	59.1%	60.9%	68.8%	75.8%	77.1%	83.7%
I personally feel successful in my work.	93.2%	89.4%	87.5%	87.9%	88.6%	92.3%
I feel involved in decision-making at my school/worksite.	55.8%	45.7%	58.1%	65.6%	63.6%	79.4%
I want to be involved in decision-making at my school/worksite.	97.6%	89.1%	96.8%	96.6%	94.3%	89.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	65.9%	59.6%	62.5%	87.9%	80.0%	84.6%
In my school/worksite, I am treated as a professional	81.4%	76.6%	75.0%	83.9%	88.6%	94.8%
There is good teamwork among staff in my school/worksite.	77.3%	56.5%	53.1%	78.8%	81.3%	84.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	74.4%	65.2%	61.3%	79.3%	87.5%	76.9%
My working environment (i.e. safety, cleanliness) is conducive to success	50.0%	72.3%	75.0%	59.4%	97.1%	89.7%
My work performance is evaluated fairly.	81.8%	76.1%	87.5%	90.0%	94.3%	97.4%
I am provided adequate time during the workday to plan, prepare for and do my job.	54.8%	53.3%	51.6%	51.6%	68.6%	61.5%
I am provided adequate work and storage space to prepare for and do my job.	72.7%	84.1%	78.1%	72.7%	93.9%	87.1%
My administrators/supervisors respect the negotiated contracts	93.0%	89.4%	93.8%	97.0%	88.6%	97.4%
My planning time is respected by my school administrators/supervisors	78.8%	81.6%	61.5%	88.0%	82.1%	79.4%
In my school, administrators/supervisors support me in enforcing discipline	66.7%	65.9%	55.6%	76.7%	87.5%	89.7%
In my school, student misbehavior interferes with learning.	87.2%	72.3%	93.5%	90.3%	67.6%	69.2%
Too much instructional time is spent administering assessments.	80.6%	81.4%	86.7%	82.8%	63.6%	46.1%
HCPSS professional development experiences are meaningful and worthwhile	57.1%	50.0%	51.7%	70.0%	61.8%	58.9%
Increased workload has contributed to a decline in my morale.	57.5%	60.0%	56.3%	63.6%	68.8%	53.8%
I am paid fairly.	46.5%	44.7%	51.6%	42.4%	44.1%	47.3%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	60.5%	23.9%	12.5%	93.8%	97.1%	64.1%
I have confidence in the leadership exhibited by the Howard County Board of Education.	66.7%	32.6%	46.7%	93.8%	88.2%	41.0%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.4%	78.3%	90.0%	83.9%	88.2%	82.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	70.0%	71.7%	62.1%	63.6%	69.7%	48.7%
In my position, I receive appropriate and adequate support and training	72.7%	78.7%	68.8%	81.3%	91.2%	81.5%
In the last 12 months, I have experienced harassing behavior from colleagues	15.4%	19.6%	18.8%	16.1%	14.7%	12.8%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10.5%	4.4%	6.3%	9.7%	8.8%	7.6%
In the last 12 months, I have experienced harassing behavior from parents	20.0%	22.2%	32.3%	37.5%	29.4%	35.9%
At my school I spend most of my PIP time on non-instructional activities.					42.1%	18.4%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					90.9%	57.8%
In my school, I spend too much time in meetings.						38.4%
In my school, there is adequate support for special education students.						35.9%
Participants	44	47	32	33	35 out of 74	39 out of 69
Principal	Laurel Marsh	Laurel Marsh	Laurel Marsh	Derek Anderson	Derek Anderson	Derek Anderson