

| Swansfield ES | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 |
|---------------------------------------------------------------------------------------------------|----------------|---------------|---------------|---------------|---------------|---------------|
| Overall, morale at my school/worksite is good. | 30.6% | 45.9% | 14.3% | 78.4% | 56.8% | 66.0% |
| There is an atmosphere of open communication and trust in my school/worksite. | 40.8% | 44.3% | 18.4% | 84.3% | 65.9% | 72.7% |
| I personally feel successful in my work. | 85.7% | 78.7% | 57.1% | 86.3% | 81.8% | 87.5% |
| I feel involved in decision-making at my school/worksite. | 40.8% | 59.3% | 31.9% | 71.7% | 61.9% | 66.0% |
| I want to be involved in decision-making at my school/worksite. | 83.3% | 91.4% | 93.9% | 91.8% | 97.7% | 87.5% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 44.7% | 53.3% | 29.8% | 92.0% | 74.4% | 75.0% |
| In my school/worksite, I am treated as a professional | 73.5% | 73.8% | 53.1% | 94.0% | 79.5% | 80.3% |
| There is good teamwork among staff in my school/worksite. | 61.2% | 69.5% | 51.0% | 85.4% | 75.0% | 82.1% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 71.1% | 74.1% | 60.0% | 80.0% | 82.9% | 81.4% |
| My working environment (i.e. safety, cleanliness) is conducive to success | 70.8% | 85.0% | 49.0% | 74.0% | 70.5% | 80.0% |
| My work performance is evaluated fairly. | 66.7% | 67.8% | 63.0% | 95.9% | 93.0% | 92.8% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 32.6% | 45.8% | 39.6% | 74.5% | 53.5% | 65.4% |
| I am provided adequate work and storage space to prepare for and do my job. | 56.3% | 76.7% | 61.2% | 98.0% | 88.6% | 94.6% |
| My administrators/supervisors respect the negotiated contracts | 85.1% | 67.8% | 67.3% | 100.0% | 95.3% | 96.3% |
| My planning time is respected by my school administrators/supervisors | 62.8% | 84.3% | 51.1% | 95.3% | 92.7% | 78.5% |
| In my school, administrators/supervisors support me in enforcing discipline | 43.8% | 83.1% | 36.2% | 70.8% | 48.8% | 58.9% |
| In my school, student misbehavior interferes with learning. | 85.4% | 85.0% | 89.6% | 100.0% | 93.2% | 94.6% |
| Too much instructional time is spent administering assessments. | 89.1% | 91.4% | 80.0% | 39.5% | 52.5% | 37.5% |
| HCPSS professional development experiences are meaningful and worthwhile | 45.7% | 62.1% | 28.6% | 71.7% | 62.8% | 70.9% |
| Increased workload has contributed to a decline in my morale. | 68.9% | 61.0% | 71.4% | 40.8% | 60.5% | 46.4% |
| I am paid fairly. | 38.8% | 32.8% | 40.4% | 54.9% | 43.2% | 41.0% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 35.4% | 32.2% | 6.3% | 100.0% | 100.0% | 83.9% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 36.7% | 39.0% | 63.8% | 88.0% | 90.9% | 63.6% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 91.7% | 93.4% | 89.6% | 96.1% | 90.7% | 94.6% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 62.2% | 64.9% | 62.5% | 81.3% | 81.0% | 81.8% |
| In my position, I receive appropriate and adequate support and training | 63.3% | 84.7% | 59.2% | 90.2% | 77.3% | 85.7% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 8.5% | 16.4% | 24.5% | 4.1% | 9.3% | 7.1% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 10.6% | 15.8% | 28.6% | 2.0% | 0.0% | 1.8% |
| In the last 12 months, I have experienced harassing behavior from parents | 18.8% | 26.7% | 26.5% | 24.5% | 27.3% | 17.8% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 30.0% | 14.2% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 76.5% | 55.3% |
| In my school, I spend too much time in meetings. | | | | | | 39.2% |
| In my school, there is adequate support for special education students. | | | | | | 12.5% |
| Participants | 49 | 61 | 49 | 51 | 44 out of 86 | 56 out of 82 |
| Principal | Molly Ketterer | Maisha Strong | Maisha Strong | Laurel Porter | Laurel Porter | Laurel Porter |