

<b>Waterloo ES</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.	73.7%	94.4%	94.1%	100.0%	100.0%	87.7%
There is an atmosphere of open communication and trust in my school/worksite.	74.1%	88.9%	91.2%	91.3%	97.1%	98.2%
I personally feel successful in my work.	82.5%	88.9%	97.0%	93.3%	97.1%	80.7%
I feel involved in decision-making at my school/worksite.	54.7%	69.8%	81.3%	78.3%	93.9%	78.9%
I want to be involved in decision-making at my school/worksite.	89.3%	92.3%	93.8%	97.8%	96.7%	89.2%
In my school/worksite, I can speak openly about important issues without fear of repercussions	77.2%	92.6%	90.9%	88.6%	93.9%	91.2%
In my school/worksite, I am treated as a professional	88.9%	96.3%	97.1%	97.8%	97.1%	98.2%
There is good teamwork among staff in my school/worksite.	81.0%	96.3%	91.2%	87.0%	97.1%	94.7%
Non-instructional duties are assigned on an equitable basis in my school/worksite	70.9%	90.2%	83.9%	86.7%	93.5%	77.1%
My working environment (i.e. safety, cleanliness) is conducive to success	73.7%	81.5%	76.5%	84.8%	82.4%	78.9%
My work performance is evaluated fairly.	83.6%	92.3%	79.4%	91.3%	94.1%	94.7%
I am provided adequate time during the workday to plan, prepare for and do my job.	42.1%	42.3%	55.9%	58.7%	52.9%	43.8%
I am provided adequate work and storage space to prepare for and do my job.	94.6%	85.2%	85.3%	84.8%	85.3%	89.4%
My administrators/supervisors respect the negotiated contracts	89.5%	94.2%	97.1%	95.7%	97.1%	96.4%
My planning time is respected by my school administrators/supervisors	77.6%	97.9%	96.3%	92.7%	92.9%	78.9%
In my school, administrators/supervisors support me in enforcing discipline	83.7%	96.0%	93.5%	90.7%	90.0%	85.7%
In my school, student misbehavior interferes with learning.	87.0%	78.0%	72.7%	80.0%	73.3%	87.7%
Too much instructional time is spent administering assessments.	91.8%	84.8%	84.0%	65.8%	84.0%	59.6%
HCPSS professional development experiences are meaningful and worthwhile	56.6%	57.4%	35.3%	51.1%	45.5%	45.6%
Increased workload has contributed to a decline in my morale.	77.8%	55.8%	63.6%	45.7%	44.1%	78.9%
I am paid fairly.	41.4%	40.7%	35.3%	39.1%	35.3%	49.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	49.1%	29.4%	9.1%	100.0%	100.0%	56.1%
I have confidence in the leadership exhibited by the Howard County Board of Education.	44.4%	30.6%	71.0%	91.1%	87.5%	38.6%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.4%	98.0%	82.4%	95.7%	91.2%	84.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	75.5%	78.7%	80.0%	88.4%	81.3%	74.5%
In my position, I receive appropriate and adequate support and training	87.7%	75.0%	81.3%	80.4%	81.8%	68.4%
In the last 12 months, I have experienced harassing behavior from colleagues	13.2%	6.0%	9.1%	7.0%	6.1%	8.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5.9%	0.0%	6.3%	0.0%	0.0%	0.0%
In the last 12 months, I have experienced harassing behavior from parents	30.2%	22.0%	40.6%	22.7%	25.0%	31.5%
At my school I spend most of my PIP time on non-instructional activities.					22.7%	23.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					100.0%	42.1%
In my school, I spend too much time in meetings.						23.2%
In my school, there is adequate support for special education students.						10.5%
Participants	58	54	34	46	35 out of 94	57 out of 90
Principal	Michelle Leader	Sean Martin	Sean Martin	Sean Martin	Sean Martin	Sean Martin