Jeffers Hill ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	24-25	24-25	24-25
											Overall-	Overall-
Overall, morale at my school/worksite is good.	68.0%	62.1%	33.3%	79.3%	33.3%	13.5%	48.8%	57.1%	47.7%	47.8%	ES 71.7%	
	56.0%					13.5%	48.8%					70.8%
There is an atmosphere of open communication and trust in my school/worksite.		44.8%	33.3%	62.1%	27.8%			49.0%	36.4%	32.6%	74.4%	72.1%
I personally feel successful in my work.	96.0%	93.1%	77.8%	93.1%	66.7% 44.4%	62.1%	66.7% 46.3%	81.3% 45.7%	77.3%	84.8% 34.9%	86.2%	86.6%
I feel involved in decision-making at my school/worksite.	60.0%	51.7%	37.0%	62.1%		24.3%			46.5%		65.8%	62.7%
I want to be involved in decision-making at my school/worksite.	92.0%	96.6%	81.5%	92.9%	88.9%	83.3%	86.8%	83.0%	83.3%	92.7%	90.6%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	64.0%	37.7%	40.7%	57.1%	16.7%	16.2%	41.5%	42.6%	40.9%	28.9%	75.9%	75.5%
In my school/worksite, I am treated as a professional	88.0%	82.8%	59.3%	82.8%	61.1%	52.7%	83.3%	71.4%	68.2%	60.9%	89.2%	88.4%
There is good teamwork among staff in my school/worksite.	92.0%	89.3%	70.4%	92.9%	72.2%	89.1%	88.1%	83.3%	93.2%	80.4%	83.1%	82.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	83.3%	74.1%	84.0%	85.7%	81.3%	52.7%	84.6%	69.0%	84.6%	68.3%	77.7%	77.5%
My working enviornment (i.e. safety, cleanliness) is conductive to success	92.0%	75.9%	77.8%	79.3%	61.1%	45.9%	47.5%	68.1%	75.0%	69.6%	74.1%	71.8%
My work performance is evaluated fairly.	92.0%	82.8%	72.0%	81.5%	77.8%	69.4%	90.2%	75.0%	77.3%	68.2%	91.4%	90.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	76.0%	72.4%	76.9%	71.4%	44.4%	41.6%	42.5%	56.3%	50.0%	54.5%	56.3%	55.2%
I am provided adequate work and storage space to prepare for and do my job.	68.0%	75.9%	72.0%	75.9%	61.1%	61.1%	48.8%	67.3%	63.6%	65.2%	82.2%	84.5%
My administrators/supervisors respect the negotiated contracts	96.0%	96.6%	88.0%	96.6%	77.8%	48.6%	92.7%	85.4%	81.8%	80.4%	94.4%	93.4%
My planning time is respected by my school administrators/supervisors	91.7%	85.2%	84.0%	84.0%	52.9%	59.4%	83.8%	77.3%	74.4%	67.5%	87.4%	87.5%
In my school, administrators/supervisors support me in enforcing discipline	75.0%	65.5%	40.0%	70.4%	33.3%	18.9%	58.3%	42.2%	55.0%	51.3%	77.3%	72.2%
In my school, student misbehavior interferes with learning.	68.0%	65.5%	80.8%	85.2%	94.4%	91.8%	78.0%	97.9%	83.7%	76.7%	74.3%	71.4%
Too much instructional time is spent administering assessments.	66.7%	88.5%	68.0%	73.1%	57.1%	56.7%	77.8%	72.7%	69.4%	73.0%	70.5%	64.5%
HCPSS professional development experiences are meaningful and worthwhile	65.2%	82.8%	76.0%	69.0%	66.7%	51.3%	35.1%	55.6%	47.6%	48.8%	43.7%	41.3%
Increased workload has contributed to a decline in my morale.	64.0%	74.1%	54.2%	53.6%	77.8%	81.0%	85.0%	85.4%	66.7%	67.4%	70.0%	68.4%
l am paid fairly.	37.5%	57.1%	40.7%	62.1%	38.9%	44.4%	28.6%	32.7%	28.6%	37.0%	33.5%	37.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	66.7%	33.3%	11.5%	100.0%	94.4%	40.5%	43.9%	61.7%	43.6%	79.1%	80.9%	80.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	66.7%	35.7%	60.0%	93.1%	76.5%	27.0%	34.1%	43.5%	37.5%	46.5%	42.2%	42.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.7%	85.7%	96.2%	93.1%	94.4%	89.1%	85.4%	95.8%	100.0%	82.2%	90.2%	88.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	80.0%	79.3%	70.4%	93.1%	66.7%	62.1%	63.4%	73.9%	65.9%	79.5%	79.4%	76.2%
In my position, I receive appropriate and adequate support and training	84.0%	82.8%	74.1%	75.9%	72.2%	37.8%	57.5%	64.6%	65.1%	71.1%	73.1%	72.4%
In the last 12 months, I have experienced harassing behavior from colleagues	12.5%	19.2%	33.3%	3.7%	11.1%	16.2%	9.8%	12.8%	23.3%	18.2%	9.7%	9.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	8.3%	29.6%	29.6%	21.4%	44.4%	35.1%	0.0%	14.6%	20.9%	31.8%	5.7%	5.6%
In the last 12 months, I have experienced harassing behavior from parents	16.7%	18.5%	18.5%	17.9%	16.7%	27.7%	14.3%	20.4%	20.9%	11.9%	17.6%	20.4%
At my school I spend most of my PIP time on non-instructional activities.					20.0%	38.8%	28.1%	21.1%	19.4%	15.2%	27.4%	31.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					53.3%	57.1%	83.3%	84.6%	78.1%	64.7%	82.8%	75.8%
In my school, I spend too much time in meetings.						64.8%	18.4%	39.1%	38.5%	42.9%	44.3%	40.1%
In my school, there is adequate support for special education students.						11.4%	22.5%	17.0%	11.4%	33.3%	17.6%	30.6%
Participants	25	29	27	29	18 out of 55	37 out of 51	42 out of 53	49 out of 57	44 out of 64	46 out of 70		
Principal										-		
	Patricia Shifflett	Patricia Shifflett	Patricia Shifflett	Maisha Strong								