Rockburn 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-
	76.604	62.00/	22.20/	22 50/	400.00/	70 500	54.00/	60.2%	00.00/	67.70/	ES	All
Overall, morale at my school/worksite is good.	76.6%	63.0%	33.3%	22.5%	100.0%	70.5%	51.0%	60.3%	80.9%	67.7%	71.7%	70.8%
There is an atmosphere of open communication and trust in my school/worksite.	76.6%	71.7%	60.0%	30.0%	94.3%	76.4%	71.4%	62.1%	80.4%	63.5%	74.4%	72.1%
I personally feel successful in my work.	89.4%	87.0%	71.4%	71.8%	97.1%	58.8%	65.3%	80.7%	78.3%	85.5%	86.2%	86.6%
I feel involved in decision-making at my school/worksite.	65.2%	65.2%	61.1%	43.6%	80.0%	67.6%	64.6%	51.7%	58.1%	47.5%	65.8%	62.7%
I want to be involved in decision-making at my school/worksite.	91.5%	93.5%	91.4%	94.9%	88.6%	94.1%	91.5%	86.0%	77.3%	89.1%	90.6%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	78.3%	71.7%	66.7%	47.5%	91.4%	78.7%	70.2%	69.0%	60.9%	65.0%	75.9%	75.5%
In my school/worksite, I am treated as a professional	89.4%	91.3%	77.8%	75.0%	97.1%	88.2%	97.9%	93.0%	97.9%	90.2%	89.2%	88.4%
There is good teamwork among staff in my school/worksite.	87.2%	82.2%	72.2%	65.0%	94.3%	85.2%	87.8%	68.4%	87.0%	66.7%	83.1%	82.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	79.5%	69.0%	71.9%	62.9%	74.2%	61.7%	70.5%	68.6%	80.0%	75.9%	77.7%	77.5%
My working enviornment (i.e. safety, cleanliness) is conductive to success	89.4%	89.1%	38.9%	50.0%	63.6%	55.8%	42.9%	56.1%	95.7%	82.5%	74.1%	71.8%
My work performance is evaluated fairly.	85.1%	84.8%	94.3%	92.5%	100.0%	90.9%	93.8%	90.9%	95.7%	95.0%	91.4%	90.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	67.4%	47.8%	61.1%	45.0%	68.6%	38.2%	45.8%	53.4%	58.7%	61.0%	56.3%	55.2%
I am provided adequate work and storage space to prepare for and do my job.	84.8%	84.8%	75.0%	75.0%	91.2%	64.7%	79.6%	81.0%	80.9%	80.6%	82.2%	84.5%
My administrators/supervisors respect the negotiated contracts	95.7%	93.3%	91.7%	87.5%	97.1%	91.1%	100.0%	96.6%	100.0%	96.8%	94.4%	93.4%
My planning time is respected by my school administrators/supervisors	87.8%	89.7%	91.2%	86.1%	88.2%	76.4%	95.1%	83.7%	92.1%	90.0%	87.4%	87.5%
In my school, administrators/supervisors support me in enforcing discipline	80.0%	73.8%	61.8%	46.2%	93.9%	70.5%	90.0%	77.4%	90.7%	78.8%	77.3%	72.2%
In my school, student misbehavior interferes with learning.	40.0%	52.4%	70.6%	82.1%	40.0%	79.4%	54.3%	52.7%	52.3%	42.6%	74.3%	71.4%
Too much instructional time is spent administering assessments.	61.0%	73.7%	66.7%	64.7%	65.6%	54.5%	76.9%	66.7%	72.2%	69.4%	70.5%	64.5%
HCPSS professional development experiences are meaningful and worthwhile	60.0%	59.5%	27.8%	45.0%	42.9%	44.1%	42.6%	48.3%	41.3%	39.3%	43.7%	41.3%
Increased workload has contributed to a decline in my morale.	76.6%	86.4%	88.9%	57.5%	58.8%	79.4%	84.8%	74.5%	73.9%	62.9%	70.0%	68.4%
I am paid fairly.	51.1%	37.0%	52.8%	47.5%	41.2%	47.0%	25.5%	49.1%	41.3%	33.3%	33.5%	37.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	52.2%	28.3%	2.9%	100.0%	97.1%	73.5%	42.6%	65.5%	41.0%	80.7%	80.9%	80.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	61.4%	35.6%	82.9%	87.9%	85.7%	48.4%	32.6%	47.2%	19.0%	45.8%	42.2%	42.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.7%	97.7%	97.2%	100.0%	97.1%	90.9%	95.3%	96.4%	91.1%	95.1%	90.2%	88.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	76.1%	85.7%	57.1%	66.7%	82.4%	64.7%	75.6%	70.4%	66.7%	74.1%	79.4%	76.2%
In my position, I receive appropriate and adequate support and training	76.6%	75.6%	69.4%	55.0%	79.4%	64.7%	61.2%	70.7%	80.0%	68.3%	73.1%	72.4%
In the last 12 months, I have experienced harassing behavior from colleagues	4.3%	14.3%	14.3%	23.7%	8.6%	8.8%	8.5%	15.5%	23.9%	8.3%	9.7%	9.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4.4%	9.1%	8.6%	7.7%	5.7%	2.9%	8.3%	5.3%	4.4%	4.9%	5.7%	5.6%
In the last 12 months, I have experienced harassing behavior from parents	10.9%	15.6%	26.5%	20.5%	22.9%	17.6%	17.0%	23.2%	15.6%	10.0%	17.6%	20.4%
At my school I spend most of my PIP time on non-instructional activities.					30.4%	15.6%	46.9%	24.4%	15.6%	19.5%	27.4%	31.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					73.9%	44.1%	93.5%	85.7%	93.1%	76.5%	82.8%	75.8%
In my school, I spend too much time in meetings.					, 3.370	39.3%	47.7%	43.9%	25.0%	29.6%	44.3%	40.1%
In my school, there is adequate support for special education students.						14.7%	10.6%	24.1%	32.6%	27.4%	17.6%	30.6%
Participants	47	46	36	40	35 out of 93	34 out of 95	49 out of 90	58 out of 90		62 out of 109	17.070	50.0%
Principal	47	-+0	50	40	33 842 87 33	54 641 61 55	15 641 61 50	30 000 07 50		32 Out 01 105		
П	Lauren Bauer	Lauren Bauer	Lauren Bauer	Lauren Bauer	Elizabeth Yankle	Elizabeth Yankle	Elizabeth Yankle	Elizabeth Yankle	Elizabeth Yankle	Elizabeth Yankle		
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