Hammond Elementary	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	81.8%	100.0%	100.0%	100.0%	100.0%	85.2%
There is an atmosphere of open communication and trust in my school/worksite.	93.9%	93.1%	100.0%	95.7%	95.2%	91.1%
I personally feel successful in my work.	84.8%	89.7%	100.0%	95.7%	90.5%	82.3%
I feel involved in decision-making at my school/worksite.	71.9%	86.2%	84.6%	81.8%	75.0%	87.8%
I want to be involved in decision-making at my school/worksite.	90.6%	100.0%	100.0%	85.7%	100.0%	96.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	90.9%	86.2%	86.7%	91.3%	95.2%	94.1%
In my school/worksite, I am treated as a professional	100.0%	93.1%	100.0%	95.7%	95.2%	97.0%
There is good teamwork among staff in my school/worksite.	100.0%	89.7%	100.0%	100.0%	95.0%	100.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite	79.3%	92.9%	92.3%	95.5%	85.7%	64.7%
My working enviornment (i.e. safety, cleanliness) is conductive to success	87.9%	93.1%	100.0%	91.3%	80.0%	94.1%
My work performance is evaluated fairly.	87.5%	89.7%	93.3%	95.7%	100.0%	100.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	43.8%	58.6%	66.7%	87.0%	65.0%	41.1%
I am provided adequate work and storage space to prepare for and do my job.	93.9%	93.1%	86.7%	87.0%	76.2%	79.4%
My administrators/supervisors respect the negotiated contracts	100.0%	100.0%	100.0%	100.0%	100.0%	97.0%
My planning time is respected by my school administrators/supervisors	90.0%	100.0%	100.0%	90.5%	95.0%	84.8%
In my school, administrators/supervisors support me in enforcing discipline	90.3%	96.3%	93.3%	90.5%	94.7%	85.2%
In my school, student misbehavior interferes with learning.	78.1%	55.6%	76.9%	70.0%	66.7%	79.4%
Too much instructional time is spent administering assessments.	67.7%	76.9%	61.5%	66.7%	70.0%	67.6%
HCPSS professional development experiences are meaningful and worthwhile	72.7%	78.6%	46.7%	68.2%	61.9%	61.7%
Increased workload has contributed to a decline in my morale.	62.5%	55.2%	35.7%	36.4%	60.0%	73.5%
I am paid fairly.	36.4%	27.6%	40.0%	52.2%	47.6%	55.8%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	51.9%	29.6%	14.3%	100.0%	100.0%	78.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	33.3%	37.5%	73.3%	95.0%	95.0%	43.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.7%	80.8%	93.3%	95.0%	95.0%	97.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.8%	69.0%	85.7%	87.0%	84.2%	82.3%
In my position, I receive appropriate and adequate support and training	93.9%	100.0%	100.0%	91.3%	90.5%	91.1%
In the last 12 months, I have experienced harassing behavior from colleagues	3.0%	3.8%	8.3%	8.7%	0.0%	8.8%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	0.0%	8.3%	0.0%	0.0%	5.8%
In the last 12 months, I have experienced harassing behavior from parents	24.2%	10.7%	41.7%	17.4%	36.8%	17.6%
At my school I spend most of my PIP time on non-instructional activities.					30.8%	14.7%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					93.3%	75.7%
In my school, I spend too much time in meetings.						50.0%
In my school, there is adequate support for special education students.						17.6%
Participants	33	29	15	23	22 out of 64	34 out of 62
Principal	Kimberlyn Pratesi	Kimberlyn Pratesi	Kimberlyn Pratesi	Kimberlyn Pratesi	Kimberlyn Pratesi	Kimberlyn Stoll