Talbotts Springs ES	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	84.8%	78.0%	88.6%	68.6%	86.7%	72.9%
There is an atmosphere of open communication and trust in my school/worksite.	69.6%	63.4%	79.4%	80.0%	84.4%	79.1%
I personally feel successful in my work.	87.0%	92.7%	94.3%	97.1%	93.3%	78.7%
I feel involved in decision-making at my school/worksite.	60.9%	58.5%	88.6%	80.0%	82.2%	87.2%
I want to be involved in decision-making at my school/worksite.	93.3%	97.4%	87.9%	85.3%	88.9%	87.2%
In my school/worksite, I can speak openly about important issues without fear of repercussions	57.8%	55.0%	68.6%	65.7%	82.2%	77.0%
In my school/worksite, I am treated as a professional	93.5%	87.2%	88.6%	88.6%	97.8%	93.6%
There is good teamwork among staff in my school/worksite.	93.5%	76.9%	88.6%	80.0%	93.3%	85.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	84.1%	76.3%	79.4%	91.2%	84.1%	74.4%
My working enviornment (i.e. safety, cleanliness) is conductive to success	73.9%	71.1%	76.5%	79.4%	64.4%	35.4%
My work performance is evaluated fairly.	82.6%	95.1%	100.0%	93.9%	93.3%	100.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	51.1%	51.2%	73.5%	59.4%	63.6%	56.2%
I am provided adequate work and storage space to prepare for and do my job.	80.4%	77.5%	79.4%	82.9%	68.9%	60.4%
My administrators/supervisors respect the negotiated contracts	95.7%	97.6%	97.1%	97.1%	100.0%	100.0%
My planning time is respected by my school administrators/supervisors	90.0%	91.9%	93.3%	84.4%	89.5%	77.0%
In my school, administrators/supervisors support me in enforcing discipline	95.5%	92.1%	94.1%	93.5%	95.3%	87.5%
In my school, student misbehavior interferes with learning.	36.4%	52.5%	47.1%	62.9%	61.4%	72.3%
Too much instructional time is spent administering assessments.	72.7%	78.9%	74.2%	56.3%	53.7%	45.6%
HCPSS professional development experiences are meaningful and worthwhile	58.1%	74.4%	67.6%	67.6%	62.2%	53.1%
Increased workload has contributed to a decline in my morale.	62.2%	66.7%	45.5%	51.5%	55.8%	70.2%
I am paid fairly.	28.9%	41.5%	42.4%	55.9%	34.1%	57.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	40.9%	37.5%	34.3%	90.9%	97.8%	68.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	30.2%	25.0%	48.6%	82.4%	88.1%	44.6%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	93.5%	95.0%	97.1%	97.1%	93.2%	95.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	80.4%	65.8%	82.9%	74.3%	79.5%	79.1%
In my position, I receive appropriate and adequate support and training	82.6%	73.2%	97.0%	88.6%	80.0%	80.8%
In the last 12 months, I have experienced harassing behavior from colleagues	9.3%	25.0%	14.7%	17.6%	14.0%	14.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.0%	5.6%	12.1%	6.3%	2.4%	2.0%
In the last 12 months, I have experienced harassing behavior from parents	11.4%	15.8%	15.2%	3.0%	14.3%	29.1%
At my school I spend most of my PIP time on non-instructional activities.					20.7%	27.0%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					93.8%	75.0%
In my school, I spend too much time in meetings.						41.6%
In my school, there is adequate support for special education students.						25.0%
Participants	46	41	35	35	45 out of 82	48 out of 77
Principal	Nancy Thompson	Nancy Thompson	Nancy Thompson	Nancy Thompson	Nancy Thompson	Nancy Thompson