Lisbon ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	21-22	21-22
								<b>Overall-</b>	Overall-
	74.40/	67.69/	= = = = = = = = = = = = = = = = = = = =	22.424		10.444		ES	All
Overall, morale at my school/worksite is good.	71.1%				47.4%	13.1%	41.2%		48.1%
There is an atmosphere of open communication and trust in my school/worksite.	68.4%		53.3%	35.3%	46.2%	21.0%	54.5%		65.0%
I personally feel successful in my work.	88.9%				76.9%	65.7%	64.7%	, 010/0	75.2%
I feel involved in decision-making at my school/worksite.	52.6%		60.7%	48.5%	44.4%	34.2%	52.9%		54.5%
I want to be involved in decision-making at my school/worksite.	94.7%		85.7%	94.1%	94.6%	92.1%	93.5%		88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	60.5%		51.7%	43.0%	48.7%	26.3%	46.9%	74.8%	69.9%
In my school/worksite, I am treated as a professional	78.5%	77.8%		52.9%	61.5%	39.4%	76.5%	89.6%	85.0%
There is good teamwork among staff in my school/worksite.	81.6%	86.1%	83.3%	88.2%	76.9%	76.3%	94.1%	86.8%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	73.0%	91.4%	76.0%	71.9%	64.7%	34.2%	74.2%	73.6%	72.3%
My working enviornment (i.e. safety, cleanliness) is conductive to success	89.2%	89.2%	86.7%	79.4%	76.3%	73.6%	73.5%	67.2%	65.1%
My work performance is evaluated fairly.	76.3%	70.3%	79.3%	82.4%	84.6%	75.6%	87.9%	91.8%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	45.7%	47.2%	57.1%	38.2%	44.7%	36.8%	36.4%	45.6%	44.2%
I am provided adequate work and storage space to prepare for and do my job.	81.1%	78.4%	83.3%	84.8%	89.7%	84.2%	97.1%	82.0%	83.2%
My administrators/supervisors respect the negotiated contracts	92.1%	97.2%	96.6%	85.3%	81.6%	71.0%	81.8%	92.7%	91.9%
My planning time is respected by my school administrators/supervisors	85.3%	93.5%	58.3%	65.6%	79.4%	57.8%	86.2%	87.2%	83.6%
In my school, administrators/supervisors support me in enforcing discipline	91.9%	94.6%	100.0%	83.9%	56.8%	47.3%	71.0%	81.0%	72.0%
In my school, student misbehavior interferes with learning.	34.2%	16.7%	35.7%	14.7%	35.9%	36.8%	31.3%	63.8%	63.5%
Too much instructional time is spent administering assessments.	94.6%	97.1%	96.3%	74.2%	65.8%	44.7%	67.9%	69.5%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	57.9%	47.2%	33.3%	42.4%	36.8%	42.1%	34.4%	42.4%	39.6%
Increased workload has contributed to a decline in my morale.	73.7%	73.0%	82.8%	63.6%	70.3%	70.2%	75.0%	80.0%	79.4%
I am paid fairly.	26.3%	44.4%	56.7%	52.9%	38.5%	42.1%	39.4%	30.6%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	44.7%	11.1%	13.3%	97.1%	94.6%	42.1%	45.5%	47.1%	43.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	48.6%	11.1%	76.7%	97.0%	89.5%	41.6%	40.6%	29.7%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	85.7%	82.4%	100.0%	97.1%	86.8%	71.0%	90.6%	88.5%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	63.2%	77.1%	70.4%	64.7%	76.3%	51.3%	64.5%	75.3%	70.9%
In my position, I receive appropriate and adequate support and training	81.6%	75.7%	73.3%	88.2%	76.9%	52.6%	68.8%	71.3%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues	10.8%	2.7%	3.3%	3.0%	16.7%	18.4%	12.1%	8.4%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.7%	5.4%	17.2%	18.8%	18.9%	23.6%	21.2%	4.2%	6.1%
In the last 12 months, I have experienced harassing behavior from parents	18.9%	8.1%	16.7%	15.2%	16.2%	15.7%	12.1%	19.5%	23.7%
At my school I spend most of my PIP time on non-instructional activities.					25.0%	16.6%	43.5%	35.6%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					83.3%	55.5%	78.3%		74.6%
In my school, I spend too much time in meetings.						35.1%	38.7%		34.9%
In my school, there is adequate support for special education students.						7.8%	29.0%		33.8%
Participan	ts 38	37	30	34	40 out of 55	38 out of 51	34 out of 47		
Princip	al		Ŧ	Ŧ	H.		ff		
	_ =	_ =	Anoff	Anoff	Anoff	Anoff	Anoff		
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	Mic Calc	Michael Caldwell	Debra	Debra	Debra	Debra	Debra		