Waterloo ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	21-22	21-22
								Overall-	Overall-
								ES	All
Overall, morale at my school/worksite is good.	73.79	_		100.0%	100.0%	87.7%	55.1%	54.4%	48.1%
There is an atmosphere of open communication and trust in my school/worksite.	74.19	_		91.3%	97.1%	98.2%	91.8%	71.5%	65.0%
I personally feel successful in my work.	82.59	_		93.3%	97.1%	80.7%	68.8%	75.6%	75.2%
I feel involved in decision-making at my school/worksite.	54.79	69.8%	81.3%	78.3%	93.9%	78.9%	73.9%	61.8%	54.5%
I want to be involved in decision-making at my school/worksite.	89.39	6 92.3%	93.8%	97.8%	96.7%	89.2%	88.4%	91.3%	88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	77.29	6 92.6%	90.9%	88.6%	93.9%	91.2%	95.9%	74.8%	69.9%
In my school/worksite, I am treated as a professional	88.99	6 96.3%	97.1%	97.8%	97.1%	98.2%	95.9%	89.6%	85.0%
There is good teamwork among staff in my school/worksite.	81.09	6 96.3%	91.2%	87.0%	97.1%	94.7%	87.8%	86.8%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	70.99	6 90.2%	83.9%	86.7%	93.5%	77.1%	74.5%	73.6%	72.3%
My working enviornment (i.e. safety, cleanliness) is conductive to success	73.79	6 81.5%	6 76.5%	84.8%	82.4%	78.9%	69.4%	67.2%	65.1%
My work performance is evaluated fairly.	83.69	6 92.3%	6 79.4%	91.3%	94.1%	94.7%	93.8%	91.8%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	42.19	6 42.3%	55.9%	58.7%	52.9%	43.8%	29.2%	45.6%	44.2%
I am provided adequate work and storage space to prepare for and do my job.	94.69	6 85.2%	85.3%	84.8%	85.3%	89.4%	77.6%	82.0%	83.2%
My administrators/supervisors respect the negotiated contracts	89.55	6 94.2%	97.1%	95.7%	97.1%	96.4%	100.0%	92.7%	91.9%
My planning time is respected by my school administrators/supervisors	77.69	6 97.9%	96.3%	92.7%	92.9%	78.9%	97.6%	87.2%	83.6%
In my school, administrators/supervisors support me in enforcing discipline	83.79	6 96.0%	93.5%	90.7%	90.0%	85.7%	97.9%	81.0%	72.0%
In my school, student misbehavior interferes with learning.	87.09	6 78.0%	6 72.7%	80.0%	73.3%	87.7%	93.6%	63.8%	63.5%
Too much instructional time is spent administering assessments.	91.89	6 84.8%	6 84.0%	65.8%	84.0%	59.6%	86.7%	69.5%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	56.69	6 57.4%	35.3%	51.1%	45.5%	45.6%	31.3%	42.4%	39.6%
Increased workload has contributed to a decline in my morale.	77.89	6 55.8%	63.6%	45.7%	44.1%	78.9%	87.5%	80.0%	79.4%
I am paid fairly.	41.49	6 40.7%	35.3%	39.1%	35.3%	49.1%	26.5%	30.6%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	49.19	6 29.4%	9.1%	100.0%	100.0%	56.1%	42.9%	47.1%	43.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	44.49	6 30.6%	6 71.0%	91.1%	87.5%	38.6%	20.4%	29.7%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.49	6 98.0%	6 82.4%	95.7%	91.2%	84.2%	87.2%	88.5%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	75.59	6 78.7%	6 80.0%	88.4%	81.3%	74.5%	74.5%	75.3%	70.9%
In my position, I receive appropriate and adequate support and training	87.79	6 75.0%	6 81.3%	80.4%	81.8%	68.4%	68.8%	71.3%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues	13.29	6.0%	9.1%	7.0%	6.1%	8.7%	4.2%	8.4%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5.99	6 0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	4.2%	6.1%
In the last 12 months, I have experienced harassing behavior from parents	30.29	6 22.0%	40.6%	22.7%	25.0%	31.5%	21.3%	19.5%	23.7%
At my school I spend most of my PIP time on non-instructional activities.					22.7%	23.6%	47.1%	35.6%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					100.0%	42.1%	93.1%	83.0%	74.6%
In my school, I spend too much time in meetings.		1				23.2%	29.8%	38.7%	34.9%
In my school, there is adequate support for special education students.		1				10.5%	12.2%	24.1%	33.8%
Participa	nts 5	8 54	4 34	46	35 out of 94	57 out of 90	49 out of 90		
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		Martin	Martin	Martin	Martin	Martin	Martin		
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	Mid	Sean	Sean	Sean	Sea	Sean	Sean		