Fulton ES	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	62.2%	71.4%	40.5%	56.9%	48.7%	18.3%
There is an atmosphere of open communication and trust in my school/worksite.	78.4%	74.3%	40.5%	58.8%	51.3%	26.7%
I personally feel successful in my work.	75.7%	85.7%	71.4%	78.4%	64.1%	70.4%
I feel involved in decision-making at my school/worksite.	75.7%	64.7%	43.9%	56.5%	53.8%	27.1%
I want to be involved in decision-making at my school/worksite.	88.9%	91.2%	92.5%	88.0%	94.7%	87.1%
In my school/worksite, I can speak openly about important issues without fear of repercussions	73.0%	62.9%	43.9%	51.0%	51.3%	39.4%
In my school/worksite, I am treated as a professional	88.9%	88.6%	63.4%	86.0%	76.9%	64.7%
There is good teamwork among staff in my school/worksite.	69.4%	68.6%	51.2%	70.6%	64.1%	74.2%
Non-instructional duties are assigned on an equitable basis in my school/worksite	62.5%	76.7%	67.6%	63.0%	60.0%	45.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	94.6%	91.4%	85.7%	84.0%	78.9%	77.4%
My work performance is evaluated fairly.	81.1%	75.8%	70.7%	76.5%	71.1%	63.3%
I am provided adequate time during the workday to plan, prepare for and do my job.	25.7%	37.1%	73.9%	40.0%	31.6%	28.1%
I am provided adequate work and storage space to prepare for and do my job.	70.3%	74.3%	66.7%	82.0%	74.4%	73.2%
My administrators/supervisors respect the negotiated contracts	91.9%	97.1%	87.2%	91.3%	84.6%	80.2%
My planning time is respected by my school administrators/supervisors	60.6%	78.8%	70.6%	68.9%	63.9%	46.4%
In my school, administrators/supervisors support me in enforcing discipline	87.9%	87.5%	65.0%	66.7%	57.9%	54.2%
In my school, student misbehavior interferes with learning.	43.8%	46.9%	55.3%	80.0%	63.2%	69.0%
Too much instructional time is spent administering assessments.	91.2%	87.9%	75.0%	52.4%	79.4%	54.9%
HCPSS professional development experiences are meaningful and worthwhile	45.7%	57.6%	47.5%	48.9%	37.8%	46.4%
Increased workload has contributed to a decline in my morale.	75.0%	77.1%	87.5%	78.7%	78.9%	83.1%
I am paid fairly.	27.0%	32.4%	28.6%	39.2%	27.0%	39.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	37.1%	23.5%	10.0%	97.9%	92.3%	64.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	42.9%	34.3%	68.3%	88.9%	81.1%	35.2%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.9%	97.0%	92.7%	93.0%	89.7%	90.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	66.7%	60.0%	60.0%	67.4%	50.0%	59.4%
In my position, I receive appropriate and adequate support and training	75.7%	60.0%	70.0%	78.4%	60.5%	60.8%
In the last 12 months, I have experienced harassing behavior from colleagues	22.9%	24.2%	33.3%	19.1%	18.4%	8.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	11.4%	0.0%	20.0%	18.4%	18.4%	15.7%
In the last 12 months, I have experienced harassing behavior from parents	22.9%	21.2%	25.0%	31.3%	31.6%	27.1%
At my school I spend most of my PIP time on non-instructional activities.					51.7%	29.4%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					80.0%	42.0%
In my school, I spend too much time in meetings.						58.5%
In my school, there is adequate support for special education students.						8.8%
Participants	37	35	42	51	39 out of 98	71 out of 100
Principal	Sharon Lewandowski	Sharon Lewandowski	Sharon Lewandowski	Sharon Lewandowski	Sharon Lewandowski	Tanisha Burks