Bellows Springs Elementary School	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	88.9%	96.6%	93.8%	77.6%	89.4%	74.7%
There is an atmosphere of open communication and trust in my school/worksite.	84.5%	89.8%	81.3%	81.6%	83.0%	63.6%
I personally feel successful in my work.	86.1%	91.5%	85.7%	91.7%	91.5%	83.8%
I feel involved in decision-making at my school/worksite.	65.2%	69.6%	62.5%	71.7%	72.3%	67.3%
I want to be involved in decision-making at my school/worksite.	94.2%	86.4%	87.8%	84.4%	95.7%	82.6%
In my school/worksite, I can speak openly about important issues without fear of repercussions	85.9%	81.0%	79.2%	87.8%	74.5%	66.6%
In my school/worksite, I am treated as a professional	95.8%	96.6%	91.8%	98.0%	93.6%	91.9%
There is good teamwork among staff in my school/worksite.	86.1%	91.4%	87.8%	93.6%	87.2%	83.8%
Non-instructional duties are assigned on an equitable basis in my school/worksite	81.5%	82.4%	73.3%	83.3%	73.3%	71.7%
My working enviornment (i.e. safety, cleanliness) is conductive to success	91.7%	94.9%	83.7%	75.5%	78.7%	77.7%
My work performance is evaluated fairly.	83.1%	86.4%	85.4%	93.9%	93.5%	93.8%
I am provided adequate time during the workday to plan, prepare for and do my job.	62.3%	62.1%	54.2%	75.5%	65.9%	64.2%
I am provided adequate work and storage space to prepare for and do my job.	87.3%	84.5%	87.8%	81.3%	83.0%	86.8%
My administrators/supervisors respect the negotiated contracts	98.6%	98.3%	100.0%	98.0%	97.9%	95.9%
My planning time is respected by my school administrators/supervisors	94.8%	95.7%	88.4%	95.2%	90.2%	80.6%
In my school, administrators/supervisors support me in enforcing discipline	86.6%	86.8%	84.4%	82.9%	94.9%	83.6%
In my school, student misbehavior interferes with learning.	59.7%	50.9%	48.8%	60.0%	53.7%	64.6%
Too much instructional time is spent administering assessments.	93.2%	88.5%	81.1%	68.4%	64.1%	56.1%
HCPSS professional development experiences are meaningful and worthwhile	54.2%	51.7%	47.9%	69.4%	54.3%	55.5%
Increased workload has contributed to a decline in my morale.	60.3%	64.9%	60.4%	47.9%	47.7%	66.6%
I am paid fairly.	41.7%	33.9%	55.1%	65.3%	57.4%	44.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	15.3%	19.6%	6.1%	97.9%	91.5%	64.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	23.2%	23.2%	76.6%	91.7%	93.6%	46.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	95.8%	100.0%	95.9%	97.9%	95.7%	93.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	72.5%	78.2%	85.4%	85.4%	74.5%	65.6%
In my position, I receive appropriate and adequate support and training	79.2%	81.4%	85.1%	87.5%	70.2%	74.7%
In the last 12 months, I have experienced harassing behavior from colleagues	9.2%	7.0%	8.5%	6.8%	8.7%	17.1%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10.6%	3.5%	4.3%	4.5%	2.3%	4.0%
In the last 12 months, I have experienced harassing behavior from parents	24.2%	17.9%	12.8%	28.3%	17.8%	7.1%
At my school I spend most of my PIP time on non-instructional activities.					24.0%	20.2%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					89.7%	57.7%
In my school, I spend too much time in meetings.						18.1%
In my school, there is adequate support for special education students.						8.0%
Participants	72	59	49	49	48 out of 114	99 out of 116
Principal	Carol Hahn	Carol Hahn	Carol Hahn	Carol Hahn	Carol Hahn	Carol Hahn