

<b>Bollman Bridge ES</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>	
Overall, morale at my school/worksite is good.	89.1%	81.4%	77.8%	50.0%	44.8%	41.8%	
There is an atmosphere of open communication and trust in my school/worksite.	71.7%	86.0%	77.8%	54.5%	44.8%	50.6%	
I personally feel successful in my work.	93.5%	90.7%	91.7%	80.4%	76.1%	76.7%	
I feel involved in decision-making at my school/worksite.	58.7%	55.0%	55.6%	50.0%	45.5%	51.3%	
I want to be involved in decision-making at my school/worksite.	97.8%	92.7%	94.4%	94.5%	93.9%	88.8%	
In my school/worksite, I can speak openly about important issues without fear of repercussions	71.7%	79.1%	83.3%	60.0%	59.7%	51.3%	
In my school/worksite, I am treated as a professional	91.3%	95.3%	85.7%	80.4%	80.6%	82.4%	
There is good teamwork among staff in my school/worksite.	89.1%	83.3%	77.8%	73.2%	74.2%	77.0%	
Non-instructional duties are assigned on an equitable basis in my school/worksite	90.5%	79.5%	80.6%	81.5%	67.2%	47.3%	
My working environment (i.e. safety, cleanliness) is conducive to success	82.6%	79.1%	86.1%	87.3%	77.6%	79.7%	
My work performance is evaluated fairly.	91.1%	90.2%	82.4%	83.6%	86.4%	87.8%	
I am provided adequate time during the workday to plan, prepare for and do my job.	66.7%	54.8%	52.8%	50.0%	48.4%	52.7%	
I am provided adequate work and storage space to prepare for and do my job.	86.7%	81.0%	75.0%	87.5%	86.6%	83.7%	
My administrators/supervisors respect the negotiated contracts	95.7%	95.3%	94.4%	89.3%	87.9%	93.2%	
My planning time is respected by my school administrators/supervisors	83.7%	84.4%	78.8%	69.2%	70.2%	58.1%	
In my school, administrators/supervisors support me in enforcing discipline	95.5%	92.3%	84.4%	68.6%	59.3%	58.9%	
In my school, student misbehavior interferes with learning.	59.1%	51.2%	77.1%	83.3%	87.9%	90.4%	
Too much instructional time is spent administering assessments.	73.8%	81.1%	71.0%	64.7%	54.7%	51.3%	
HCPSS professional development experiences are meaningful and worthwhile	67.4%	54.8%	52.8%	55.4%	60.6%	48.6%	
Increased workload has contributed to a decline in my morale.	59.1%	70.0%	66.7%	70.9%	66.7%	70.2%	
I am paid fairly.	58.7%	44.2%	36.1%	54.5%	45.5%	55.4%	
I have confidence in the leadership exhibited by the HCPSS Superintendent.	50.0%	36.6%	11.4%	98.2%	98.5%	83.7%	
I have confidence in the leadership exhibited by the Howard County Board of Education.	50.0%	48.8%	45.7%	94.4%	89.2%	64.8%	
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.3%	90.7%	88.6%	96.4%	95.5%	95.9%	
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.3%	81.4%	75.0%	87.3%	84.6%	84.9%	
In my position, I receive appropriate and adequate support and training	91.1%	86.0%	88.9%	85.7%	82.1%	73.9%	
In the last 12 months, I have experienced harassing behavior from colleagues	4.8%	7.7%	11.4%	21.6%	15.6%	16.2%	
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	2.6%	9.1%	5.9%	12.7%	4.0%	
In the last 12 months, I have experienced harassing behavior from parents	14.3%	22.0%	11.4%	16.7%	19.0%	21.9%	
At my school I spend most of my PIP time on non-instructional activities.					26.7%	28.7%	
At my school our administrator includes time during PIP for teacher-initiated collaboration.					53.5%	56.7%	
In my school, I spend too much time in meetings.						54.0%	
In my school, there is adequate support for special education students.						12.1%	
Participants	46	43	36	56	67 out of 114	74 out of 113	
Principal	Jonathan Davis	Rhonda inskeep	Rhonda inskeep	Rhonda inskeep	Rhonda inskeep	Rhonda inskeep	