

<b>Bushy Park ES</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>
Overall, morale at my school/worksite is good.	18.8%	90.9%	50.0%	79.4%	81.1%
There is an atmosphere of open communication and trust in my school/worksite.	44.7%	87.9%	41.7%	61.8%	56.8%
I personally feel successful in my work.	74.5%	90.6%	94.4%	97.1%	97.3%
I feel involved in decision-making at my school/worksite.	41.7%	78.1%	45.7%	69.7%	61.8%
I want to be involved in decision-making at my school/worksite.	93.8%	93.8%	88.9%	90.9%	91.4%
In my school/worksite, I can speak openly about important issues without fear of repercussions	55.3%	84.8%	40.0%	58.8%	54.1%
In my school/worksite, I am treated as a professional	66.7%	87.9%	83.3%	85.3%	83.8%
There is good teamwork among staff in my school/worksite.	62.5%	75.8%	71.4%	88.2%	81.1%
Non-instructional duties are assigned on an equitable basis in my school/worksite	63.4%	80.6%	71.9%	75.9%	77.8%
My working environment (i.e. safety, cleanliness) is conducive to success	100.0%	97.0%	100.0%	100.0%	91.9%
My work performance is evaluated fairly.	60.4%	70.0%	51.4%	63.6%	65.7%
I am provided adequate time during the workday to plan, prepare for and do my job.	20.8%	42.4%	36.1%	58.8%	61.1%
I am provided adequate work and storage space to prepare for and do my job.	97.9%	90.9%	94.4%	100.0%	94.4%
My administrators/supervisors respect the negotiated contracts	78.7%	90.9%	91.7%	88.2%	85.7%
My planning time is respected by my school administrators/supervisors	61.0%	89.3%	89.7%	79.3%	90.3%
In my school, administrators/supervisors support me in enforcing discipline	63.0%	93.5%	65.6%	86.7%	68.8%
In my school, student misbehavior interferes with learning.	31.1%	30.0%	40.0%	9.4%	31.4%
Too much instructional time is spent administering assessments.	95.7%	93.9%	90.6%	68.8%	71.9%
HCPSS professional development experiences are meaningful and worthwhile	23.4%	34.4%	45.7%	54.5%	45.7%
Increased workload has contributed to a decline in my morale.	91.7%	84.4%	91.7%	72.7%	66.7%
I am paid fairly.	43.8%	39.4%	50.0%	52.9%	51.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	11.1%	9.1%	14.3%	100.0%	100.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	19.0%	18.2%	77.1%	97.1%	86.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.3%	93.9%	91.4%	100.0%	97.3%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	59.1%	78.1%	67.6%	85.3%	77.1%
In my position, I receive appropriate and adequate support and training	70.2%	72.7%	77.8%	94.1%	81.1%
In the last 12 months, I have experienced harassing behavior from colleagues	18.6%	16.7%	13.9%	11.8%	5.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	11.4%	10.0%	11.4%	8.8%	17.1%
In the last 12 months, I have experienced harassing behavior from parents	37.0%	33.3%	38.9%	20.6%	14.3%
At my school I spend most of my PIP time on non-instructional activities.					25.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					85.2%
Participants	48	33	36	34	38 out of 73
Principal	Edward Cosentino	Molly Ketterer	Molly Ketterer	Molly Ketterer	Molly Ketterer