

Bonnie Branch MS	14-15	15-16	16-17	17-18	18-19	19-20
Overall, morale at my school/worksite is good.	91.1%	97.4%	65.9%	77.6%	68.8%	42.8%
There is an atmosphere of open communication and trust in my school/worksite.	84.4%	94.7%	72.7%	69.4%	59.4%	40.8%
I personally feel successful in my work.	86.7%	89.5%	90.5%	93.9%	87.5%	93.8%
I feel involved in decision-making at my school/worksite.	73.7%	66.7%	56.8%	60.0%	66.7%	48.9%
I want to be involved in decision-making at my school/worksite.	95.0%	86.5%	90.9%	97.9%	93.3%	91.8%
In my school/worksite, I can speak openly about important issues without fear of repercussions	81.8%	89.5%	61.4%	75.0%	68.8%	51.0%
In my school/worksite, I am treated as a professional	88.9%	94.7%	90.9%	81.3%	84.4%	73.4%
There is good teamwork among staff in my school/worksite.	93.2%	92.1%	90.9%	89.8%	75.0%	69.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	61.9%	78.4%	72.1%	66.7%	80.0%	73.4%
My working environment (i.e. safety, cleanliness) is conducive to success	72.7%	81.6%	75.0%	61.2%	62.5%	44.9%
My work performance is evaluated fairly.	65.9%	89.5%	88.6%	88.6%	77.4%	93.8%
I am provided adequate time during the workday to plan, prepare for and do my job.	38.6%	44.4%	44.2%	46.8%	41.9%	54.1%
I am provided adequate work and storage space to prepare for and do my job.	84.4%	78.4%	83.7%	83.7%	87.5%	83.6%
My administrators/supervisors respect the negotiated contracts	95.6%	100.0%	90.9%	91.5%	96.8%	95.9%
My planning time is respected by my school administrators/supervisors	80.0%	94.4%	90.0%	85.7%	92.3%	77.5%
In my school, administrators/supervisors support me in enforcing discipline	75.0%	86.5%	61.4%	75.5%	86.2%	71.4%
In my school, student misbehavior interferes with learning.	77.3%	57.6%	90.9%	87.8%	66.7%	71.4%
Too much instructional time is spent administering assessments.	85.4%	88.2%	73.8%	89.4%	67.9%	57.1%
HCPSS professional development experiences are meaningful and worthwhile	67.4%	62.2%	40.9%	55.3%	45.2%	42.8%
Increased workload has contributed to a decline in my morale.	72.1%	67.6%	69.0%	68.1%	67.7%	55.1%
I am paid fairly.	46.7%	39.5%	50.0%	61.2%	53.1%	63.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	73.2%	22.9%	14.3%	93.6%	90.6%	46.9%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.6%	17.1%	61.0%	83.0%	80.0%	42.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.7%	100.0%	97.7%	95.9%	100.0%	89.5%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	63.4%	69.7%	77.5%	84.8%	61.5%	69.3%
In my position, I receive appropriate and adequate support and training	86.0%	78.9%	88.6%	75.5%	84.4%	68.7%
In the last 12 months, I have experienced harassing behavior from colleagues	2.5%	2.8%	9.8%	6.3%	12.9%	20.8%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.5%	0.0%	2.4%	8.3%	10.3%	10.2%
In the last 12 months, I have experienced harassing behavior from parents	31.0%	33.3%	26.8%	31.9%	48.3%	34.6%
At my school I spend most of my PIP time on non-instructional activities.					37.5%	32.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					88.0%	66.6%
In my school, I spend too much time in meetings.						31.2%
In my school, there is adequate support for special education students.						22.4%
Participants	45	38	44	49	32 out of 83	49 out of 78
Principal	Cher Jones	Cher Jones	Cher Jones	Drew Cockley	Drew Cockley	Drew Cockley