n my school/worksite, I am treated as a professional 94.7% 91.7% 100.0% 97.7% 96.4% 97.5% 98.5% 89.6% 88.0% There is good teamwork among staff in my school/worksite. 75.0% 67.7% 71.9% 75.9% 99.5% 89.5% 89.2% 89.3% 85.0% 94.0% 66.8% 72.8% 72.8% 72.8% 72.8% 72.8% 72.8% 72.8% 72.8% 72.8% 72.8% 72.8% 72.8% 72.8% 89.2% 90.9% 88.4% 92.7% 87.5% 97.5% 67.2% 65.1% 91.8% 90.9% 95.3% 91.6% 89.2% 90.9% 95.3% 91.6% 89.2% 90.9% 95.3% 91.6% 89.2% 89.2% 90.9% 85.0% 77.4% 67.5% 53.1% 48.2% 48.2% 48.2% 48.2% 49.2% 91.9% 48.2% 49.3% 89.2% 91.8% 80.2% 91.8% 80.2% 91.8% 80.2% 91.8% 80.2% 91.8% 42.5% 91.8% 82.7% 100.0% 91.7% 87.5% 91.5% 91.5% 91.5% 91.5% 91.5%	Laurel Woods ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	21-22	21-22
Dweral, more at my school/worksite ig god. 96.5% 96.7% 99.7% 94.6% 51.5% 54.6% 61.7% 99.7% 94.6% 51.5% 54.6% 61.7% 99.7% 94.6% 57.5% 63.6% 71.5% 63.6% 71.5% 63.6% 71.5% 63.6% 71.5% 63.6% 71.5% 63.6% 71.5% 63.6% 71.5									Overall-	Overall-
Intere is an atmosphere of open communication and trust in my school/worksite. 78 98 88 78 78 85 86 00% 97 5% 98 23 90 00% 77 15%										
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Tocl movied in decision-making at my school/worksite. 76.78 64.78 83.37 83.37 85.05 72.76 61.88 54.58 want to be involved in decision-making at my school/worksite. 72.94 64.44 90.25 90.05 95.35 91.37 80.45 69.25 90.05 95.36 91.37 80.45 69.26 90.05 95.35 91.37 80.45 69.25 90.05 95.35 91.37 80.64 69.25 90.05 95.35 91.37 80.64 89.25 99.05 80.64 80.25 99.25 80.64 80.25 90.05 80.64 80.25 91.37 80.64 80.25 91.05 91.05 90.05 80.64 80.24 80.25 90.95 80.44 92.75 97.255 91.85 80.25 91.85 80.25 90.95 80.64 92.35 90.05 80.64 80.24 97.55 91.85 80.24 80.25 90.95 80.44 92.75 91.35 80.24 42.25 90.95 80.44 92.75 91.35 81.84 80.25 91.85 80.24 82.24 80.55 9										65.0%
want to be involved in decision-making at my school/worksite. 92.1% 94.4% 90.6% 97.6% 99.0% 90.0% 99.0% 90.0%<		_							75.6%	75.2%
nny school/worksite, I can speak openly about important issues without fear of repercussions 94 % 74 % 84 % 88 1% 91.1% 95.0% 88 6% 74.8% 60.9 % n my school/worksite, I can speak openly about important issues without fear of repercussions 94.7% 91.7% 96.4% 97.5% 98.5% 88.0% 88.0% 88.0% 94.0% 88.6% 88.0% 94.0% 86.8% 88.0% 94.0% 86.5% 94.0% 86.5% 94.0% 86.5% 94.0% 86.5% 94.0% 86.5% 94.0% 86.5% 94.0% 86.5% 94.0% 86.5% 94.0% 86.5% 94.0% 86.5% 94.0% 86.5% 94.0% 86.5% 94.0% 87.5% 95.3% 94.0% 97.5% 95.3% 91.5% 95.3% 91.5% 95.3% 91.5% 92.7% 92.5% 95.3% 91.5% 92.7% 92.5%									61.8%	<mark>54.5%</mark>
n my school/worksite, I am treated as a professional 94.7× 91.7× 100.0% 97.7× 96.4× 97.5× 98.5× 99.5×		92.1%			97.6%	98.2%	90.0%		91.3%	<mark>88.7%</mark>
There is good teamwork among staff in my school/worksite. 92.1% 83.8% 84.4% 88.3% 89.3% 85.0% 94.0% 86.88 83.4% Von-instructional duties are assigned on an equitable basis in my school/worksite. 75.0% 67.7% 71.9% 70.9% 70.0% 73.0% 73.6% 77.6% 67.2% 65.1% 90.9% 88.4% 90.9% 95.3% 95.4% 97.5% 67.7% 67.2% 65.1% 77.4% 67.2% 65.1% 77.4% 67.5% 65.1% 77.4% 67.5% 53.1% 94.6% 97.5% <t< td=""><td>In my school/worksite, I can speak openly about important issues without fear of repercussions</td><td>78.9%</td><td>78.4%</td><td>84.8%</td><td>88.1%</td><td>91.1%</td><td>95.0%</td><td>89.6%</td><td>74.8%</td><td>69.9%</td></t<>	In my school/worksite, I can speak openly about important issues without fear of repercussions	78.9%	78.4%	84.8%	88.1%	91.1%	95.0%	89.6%	74.8%	69.9%
Non-instructional duties are assigned on an equitable basis in my school/worksite 75.0% 66.7% 71.9% 76.9% 90.9% 70.0% 73.0% 73.0% 72.36% 77.2% 67.7% 67.5% 53.2% 66.7% 71.2% 67.5% 53.2% 66.7% 71.2% 67.5% 53.2% 66.7% 71.2% 67.5% 53.2% 66.7% 71.2% 67.5% 53.2% 66.7% 71.2% 67.5% 53.2% 66.7% 71.2% 86.0% 82.1% 60.6% 71.2% 67.5% 67.8% 71.9% 70.0% 71.5% 67.5% 53.2% 64.8% 82.0% 82.1% 60.6% 71.2% 67.7% 100.0% 100.0% 100.0% 100.0% 100.0% 92.7% 93.9% 83.7% 100.0% 93.7% 83.7% 60.7% 73.4% 80.5%	In my school/worksite, I am treated as a professional	94.7%	91.7%	100.0%	97.7%	96.4%	97.5%	98.5%	89.6%	<mark>85.0%</mark>
wy working environment (i.e. safety, cleanliness) is conductive to success 89.5% 89.2% 90.9% 88.4% 92.7% 87.5% 77.6% 67.28 65.1% My work performance is colluated fairly. 97.4% 89.2% 90.9% 88.4% 92.7% 97.5% 95.3% 96.4% 97.5% 95.3% 96.4% 97.5% 53.3% 96.6% 82.3% 77.4% 65.7% 53.3% 96.6% 71.2% 80.5% 82.3% 90.9% 88.0% 82.1% 65.6% 71.2% 82.0% 83.2% 90.9% 88.0% 82.1% 65.6% 71.2% 82.0% 83.2% 90.9% 88.0% 82.1% 65.6% 71.2% 82.0% 83.2% 90.9% 80.0% 82.1% 90.0% 91.7% 67.5% 91.3% 91.3% 91.3% 91.3% 91.3% 93.8% 89.7% 100.0% 91.7% 67.5% 91.3% 9	There is good teamwork among staff in my school/worksite.	92.1%	83.8%	84.4%	88.4%	89.3%	85.0%	94.0%	86.8%	<mark>83.4%</mark>
wy work performance is evaluated fairly. 97.4% 89.2% 90.9% 95.3% 96.4% 97.5% 95.3% 91.8% 89.2% am provided adequate time during the workday to plan, prepare for and do my job. 81.6% 82.4% 78.1% 80.5% 77.4% 67.5% 53.1% 45.8% 44.2% am provided adequate work and storage space to prepare for and do my job. 81.6% 82.4% 78.1% 80.5% 77.4% 66.5% 71.2% 82.0% 83.2% 99.9% 80.0% 82.1% 66.5% 71.2% 84.8% 42.2% 91.9% 91.00% 91.7% 87.5% 91.5% 82.7% 91.3% 89.7% 100.0% 97.5% 100.0% 97.5% 91.5% 87.2% 88.3% 91.5% 87.2% 88.3% 91.5% 87.2% 93.3% 89.7% 100.0% 91.7% 87.5% 91.5% 81.0% 72.0% 66.5% 63.3% 82.3% 67.5% 63.8% 62.5% 67.5% 63.8% 62.5% 67.4% 88.3% 60.0% 51.6% 63.5% 63.5% 63.5% 63.5% 63.5% 63.5% 63.5% 63.5%	Non-instructional duties are assigned on an equitable basis in my school/worksite	75.0%	66.7%	71.9%	76.9%	90.9%	70.0%	73.0%	73.6%	72.3%
am provided adequate time during the workday to plan, prepare for and do my job. 80.6% 82.4% 78.1% 80.5% 77.4% 67.5% 53.1% 45.6% 44.2% am provided adequate work and storage space to prepare for and do my job. 81.6% 83.8% 90.9% 86.0% 82.1% 66.6% 71.2% 82.0% 83.2% y administrator/supervisors support the in enforcing discipline 100.0% 100.0% 91.7% 87.5% 91.5% 87.2% 83.8% 66.5% 67.4% 94.3% 89.7% 100.0% 90.7% 100.0% 91.7% 87.5% 91.5% 87.2% 83.8% 67.5% 53.1% 47.2% 83.6% 77.4% 80.5% 73.4% 66.7% 67.5% 53.1% 42.5% 78.0% 66.5% 62.5% 66.3% 63.5% 53.1% 42.5% 78.0% 66.5% 67.4% 68.3% 55.0% 56.6% 55.0% 56.6% 55.0% 56.6% 55.0% 56.6% 55.0% 56.6% 55.0% 56.6% 55.0% 56.6% 55.0% 56.6% 55.0% 56.6% 55.0% 56.0% 62.5% 67.4% 61.8% <td>My working enviornment (i.e. safety, cleanliness) is conductive to success</td> <td>89.5%</td> <td>89.2%</td> <td>90.9%</td> <td>88.4%</td> <td>92.7%</td> <td>87.5%</td> <td>77.6%</td> <td>67.2%</td> <td>65.1%</td>	My working enviornment (i.e. safety, cleanliness) is conductive to success	89.5%	89.2%	90.9%	88.4%	92.7%	87.5%	77.6%	67.2%	65.1%
am provided adequate work and storage space to prepare for and do my job. 81.6% 83.8% 90.9% 86.0% 82.1% 66.6% 71.2% 82.2% 83.2% Wy administrators/Supervisors respect the negotiated contracts 100.0% 100.0% 97.0% 100.0% 97.0% 100.0% 97.5% 100.0% 92.7% 91.9% wy planning time is respected by my school administrators/supervisors support me in enforcing discipline 100.0% 100.0% 78.1% 76.2% 94.3% 89.7% 94.9% 81.0% 72.0% n my school, student misbehavior interferes with learning. 75.7% 66.7% 83.3% 67.5% 53.1% 42.5% 78.10% 66.6% 31.8% 42.5% 78.10% 66.6% 32.8% 66.3% 60.0% 51.6% 42.5% 78.10% 66.6% 33.8% 60.0% 51.6% 42.5% 78.10% 66.6% 33.8% 66.3% 60.0% 51.6% 42.5% 78.1% 66.6% 53.0% 60.0% 51.6% 65.5% 65.6% 55.0% 60.0% 63.7% 68.3% 66.3% 62.5% 67.4% 61.8% 47.5% 52.6% 57.4%	My work performance is evaluated fairly.	97.4%	89.2%	90.9%	95.3%	96.4%	97.5%	95.3%	91.8%	<mark>89.2%</mark>
Wy administrators/supervisors respect the negotiated contracts 100.0% 90.0% 97.0% 100.0% 97.5% 100.0% 92.7% 91.9% Wy planning time is respected by my school administrators/supervisors 93.9% 93.9% 93.9% 100.0% 91.7% 87.5% 91.5% 87.2% 83.6% n my school, student misbehavior interferes with learning. 75.7% 66.7% 93.9% 80.5% 83.3% 67.5% 58.5% 63.2% 63.2% 63.2% 63.2% 63.2% 65.7% 66.7% 93.9% 80.5% 53.1% 42.5% 78.0% 69.5% 66.7% 68.3% 66.0% 51.6% 65.6% 55.0% 55.0% 55.0% 55.0% 55.0% 55.0% 55.0% 30.6% 77.4% 80.6% 77.4% 80.6% 55.0% 55.0% 50.5% 55.0% 30.6% 33.7% Appendication the leadership exhibited by the HCPSS Superintendent. 51.4% 38.9% 31.3% 100.0% 98.1% 67.5% 32.8% 57.3% 30.6% 57.3% 32.8% 37.8% 37.8% 37.8% 37.7% 37.5% 39.8% 67.5%	I am provided adequate time during the workday to plan, prepare for and do my job.	80.6%	82.4%	78.1%	80.5%	77.4%	67.5%	53.1%	45.6%	44.2%
wy planning time is respected by my school administrators/supervisors 93.9% 93.9% 93.9% 89.7% 100.0% 91.7% 87.5% 91.5% 87.2% 88.6% n my school, administrators/supervisors support me in enforcing discipline 100.0% 100.0% 78.1% 76.2% 94.3% 89.7% 94.9% 81.0% 72.0% n my school, student misbehavior interferes with learning. 75.7% 66.7% 83.3% 67.5% 55.8% 63.8% 63.8% 63.8% 63.8% 63.8% 66.7% 63.8% 66.7% 63.8% 66.7% 68.3% 86.3% 60.0% 51.6% 42.4% 39.6% 78.4% 80.6% 55.0% 56.6% 55.0% 80.9% 78.4% 30.6% 33.7% 74.4% 44.4% 68.8% 55.0% 56.6% 55.0% 80.9% 73.4% 30.6% 33.7% 42.5% 67.3% 61.3% 67.5% 32.8% 72.7% 66.7% 61.8% 55.0% 56.5% 50.5% 50.5% 50.5% 80.9% 73.4% 30.6% 33.7% 42.5% 67.4% 61.8% 65.5% 67.4% 61.8% 65	I am provided adequate work and storage space to prepare for and do my job.	81.6%	83.8%	90.9%	86.0%	82.1%	66.6%	71.2%	82.0%	83.2%
n my school, administrators/supervisors support me in enforcing discipline 100.0% 78.1% 76.2% 94.3% 89.7% 94.9% 81.0% 72.0% n my school, student misbehavior interferes with learning. 75.7% 66.7% 93.9% 80.5% 83.3% 67.5% 55.5% 63.8% 63.3% 66.7% Too much instructional time is spent administering assessments. 80.6% 77.4% 80.6% 52.8% 53.1% 42.5% 66.7% 66.7% CPSS professional development experiences are meaningful and worthwhile 52.8% 72.2% 66.7% 56.8% 55.0% 56.6% 55.0% 80.9% 80.0% 79.4% arm paid fairly. 57.9% 56.8% 62.5% 67.4% 61.8% 47.5% 25.0% 30.6% 33.7% 43.8% 43.8% 67.5% 42.7% 25.0% 30.6% 33.7% 43.8% 67.7% 100.0% 98.2% 92.5% 47.7% 47.1% 43.8% 67.7% 100.0% 98.2% 92.5% 47.7% 47.1% 43.8% 67.7% 100.0% 98.1% 67.5% 32.8% 88.5% 86.2% 67.7% <t< td=""><td>My administrators/supervisors respect the negotiated contracts</td><td>100.0%</td><td>100.0%</td><td>97.0%</td><td>100.0%</td><td>100.0%</td><td>97.5%</td><td>100.0%</td><td>92.7%</td><td>91.9%</td></t<>	My administrators/supervisors respect the negotiated contracts	100.0%	100.0%	97.0%	100.0%	100.0%	97.5%	100.0%	92.7%	91.9%
nn my school, student misbehavior interferes with learning. 75,7% 66,7% 93,9% 80.5% 83,3% 67,5% 58,5% 63,8% 63,3% Goo much instructional time is spent administering assessments. 80,6% 77,4% 80,6% 52,8% 53,1% 42,5% 78,0% 69,5% 66,7% Goo much instructional development experiences are meaningful and worthwhile 52,8% 77,2% 66,7% 68,3% 86,0% 51,6% 62,8% 62,5% 66,7% 68,3% 86,0% 51,6% 62,9% 66,7% arm paid fairly. 57,9% 56,8% 62,5% 67,4% 61,8% 47,5% 25,0% 30,6% 33,7% have confidence in the leadership exhibited by the HCPSS Superintendent. 51,4% 38,9% 31,3% 100,0% 98,2% 92,5% 47,7% 47,1% 43,7% have confidence in the leadership exhibited by the Howard County Board of Education. 54,1% 38,9% 31,3% 100,0% 98,2% 92,5% 47,7% 47,9% 46,0% 32,8% 86,2% 75,3% 70,9% 66,2% 66,7% 60,0% 61,0% 86,2% 92,5% 78,	My planning time is respected by my school administrators/supervisors	93.9%	93.9%	89.7%	100.0%	91.7%	87.5%	91.5%	87.2%	83.6%
Foo much instructional time is spent administering assessments. 80.6% 77.4% 80.6% 52.8% 53.1% 42.5% 78.0% 66.7% HCPSS professional development experiences are meaningful and worthwhile 52.8% 72.2% 66.7% 66.3% 86.3% 60.0% 51.6% 42.4% 39.6% ncreased workload has contributed to a decline in my morale. 47.4% 44.4% 68.8% 55.0% 56.6% 55.0% 80.9%	In my school, administrators/supervisors support me in enforcing discipline	100.0%	100.0%	78.1%	76.2%	94.3%	89.7%	94.9%	81.0%	72.0%
ICPSS professional development experiences are meaningful and worthwhile 52.8% 72.2% 66.7% 68.3% 86.3% 60.0% 51.6% 42.4% 33.6% ncreased workload has contributed to a decline in my morale. 47.4% 44.4% 68.3% 55.0% 55.0% 80.9% 80.0% 79.4% am paid fairly. 57.9% 56.8% 62.5% 67.4% 61.8% 47.5% 25.0% 30.6% 33.7% have confidence in the leadership exhibited by the HCPSS Superintendent. 51.4% 38.9% 31.3% 100.0% 98.2% 92.5% 47.7%	In my school, student misbehavior interferes with learning.	75.7%	66.7%	93.9%	80.5%	83.3%	67.5%	58.5%	63.8%	63.5%
ncreased workload has contributed to a decline in my morale. 47.4% 44.4% 68.8% 55.0% 56.6% 55.0% 80.9% 80.0% 79.4% am paid fairly. 57.9% 56.8% 62.5% 67.4% 61.8% 47.5% 25.0% 30.6% 33.7% have confidence in the leadership exhibited by the HOward County Board of Education. 51.4% 38.9% 31.3% 100.0% 98.2% 92.5% 47.7% 47.1% 43.7% have confidence in the leadership exhibited by the Howard County Board of Education. 54.1% 38.9% 71.9% 97.5% 90.5% 90.5% 92.2% 88.5% 86.2% feel that HCPSs offers me the possibility of advancing professionally in the field of education 86.1% 83.2% 91.9% 97.5% 90.5% 92.2% 88.5% 86.2% 71.3% 70.0% 71.3% 70.0% 71.3% 71.3% 70.0% n the last 12 months, I have experienced harassing behavior from daministrators/supervisors. 5.6% 5.6% 0.0% 11.5% 0.0% 4.4% 4.2% 61.1% 61.1% 61.1%	Too much instructional time is spent administering assessments.	80.6%	77.4%	80.6%	52.8%	53.1%	42.5%	78.0%	69.5%	66.7%
am paid fairly.57.9%56.8%62.5%67.4%61.8%47.5%25.0%30.6%33.7%have confidence in the leadership exhibited by the HCPSS Superintendent.51.4%38.9%31.3%100.0%98.2%92.5%47.7%47.1%43.7%have confidence in the leadership exhibited by the Howard County Board of Education.54.1%38.9%67.7%100.0%98.1%67.5%32.8%29.7%27.9%have confidence in the leadership exhibited by the Howard County Education Assn. (HCA).89.2%91.9%97.0%100.0%97.5%92.2%88.5%86.2%feel that HCPS offers me the possibility of advancing professionally in the field of education86.1%83.8%87.9%97.5%90.9%74.3%80.6%75.3%70.9%n m position, I receive appropriate and adequate support and training89.2%94.6%93.9%88.4%98.2%92.5%78.8%71.3%70.0%n the last 12 months, I have experienced harassing behavior from administrators/supervisors.5.6%5.6%0.0%11.8%0.0%4.4%4.2%6.1%at my school ur administrator includes time during PIP for teacher-initiated collaboration.27.0%33.3%37.5%28.3%32.5%28.6%83.9%37.9%t my school, I spend nos of my PIP time on non-instructional activities.27.0%23.7%33.3%37.5%28.3%32.5%38.6%35.6%37.9%t my school, I spend too much time in meetings.38.4%<	HCPSS professional development experiences are meaningful and worthwhile	52.8%	72.2%	66.7%	68.3%	86.3%	60.0%	51.6%	42.4%	39.6%
have confidence in the leadership exhibited by the HCPSS Superintendent.51.4%38.9%31.3%100.0%98.2%92.5%47.7%41.1%43.7%have confidence in the leadership exhibited by the Howard County Board of Education.54.1%38.9%67.7%100.0%98.1%67.5%32.8%29.7%27.9%have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).89.2%91.9%97.0%100.0%100.0%97.5%92.2%88.5%86.2%feel that HCPSS offers me the possibility of advancing professionally in the field of education86.1%83.8%87.9%97.5%90.9%74.3%80.6%75.3%70.9%n m position, I receive appropriate and adequate support and training89.2%94.6%93.9%88.4%98.2%92.5%78.8%71.3%70.0%n the last 12 months, I have experienced harassing behavior from colleagues5.6%5.6%0.0%2.6%10.2%11.8%0.0%4.4%4.2%6.1%n the last 12 months, I have experienced harassing behavior from parents27.0%27.0%33.3%37.5%28.3%32.5%24.6%93.9%84.4%53.8%82.6%83.0%37.9%at y school our administrator includes time during PIP for teacher-initiated collaboration.5.4%2.8%33.3%37.5%28.3%32.6%38.3%35.6%37.9%n my school, I spend too much time in meetings.Image: school our administrator includes time during PIP for teacher-initiated collaboration.Image: sc	Increased workload has contributed to a decline in my morale.	47.4%	44.4%	68.8%	55.0%	56.6%	55.0%	80.9%	80.0%	79.4%
have confidence in the leadership exhibited by the Howard County Board of Education. 54.1% 38.9% 67.7% 100.0% 98.1% 67.5% 32.8% 29.7% 27.9% have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 89.2% 91.9% 97.0% 100.0% 97.5% 92.2% 88.5% 86.2% feel that HCPSS offers me the possibility of advancing professionally in the field of education 86.1% 83.8% 87.9% 97.5% 90.9% 74.3% 80.6% 75.3% 70.9% n my position, I receive appropriate and adequate support and training 89.2% 94.6% 93.9% 88.4% 98.2% 92.5% 78.8% 71.3% 70.0% n the last 12 months, I have experienced harassing behavior from administrators/supervisors. 5.6% 5.6% 0.0% 2.6% 10.2% 15.0% 8.8% 8.4% 8.6% n the last 12 months, I have experienced harassing behavior from parents 27.0% 27.0% 33.3% 37.5% 28.3% 32.5% 24.6% 19.5% 23.7% At my school I spend most of my PIP time on non-instructional activities.Image: Control of the set of the	I am paid fairly.	57.9%	56.8%	62.5%	67.4%	61.8%	47.5%	25.0%	30.6%	33.7%
have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 89.2% 91.9% 97.0% 100.0% 100.0% 97.5% 92.2% 88.5% 86.2% feel that HCPSS offers me the possibility of advancing professionally in the field of education 86.1% 83.8% 87.9% 97.5% 90.9% 74.3% 80.6% 75.3% 70.9% n my position, I receive appropriate and adequate support and training 89.2% 94.6% 93.9% 88.4% 98.2% 92.5% 78.8% 71.3% 70.0% n the last 12 months, I have experienced harassing behavior from colleagues 5.6% 5.6% 0.0% 2.6% 10.2% 15.0% $8.8.9\%$ $8.6.4\%$ n the last 12 months, I have experienced harassing behavior from parents 5.4% 2.8% 3.3% 0.0% 11.8% 0.0% 4.4% 4.2% 6.1% n the last 12 months, I have experienced harassing behavior from parents 27.0% 27.0% 33.3% 37.5% 28.3% 32.5% 24.6% 19.5% 23.7% at my school our administrator includes time during PIP for teacher-initiated collaboration. -16.1% -16.1% -16.1% 38.4% 53.8% 82.6% 38.4% 38.4% 33.8% 37.5% 38.4% 56.0% 38.4% 38.4% 38.6% 38.7% 34.9% n my school our administrator includes time during PIP for teacher-initiated collaboration. -16.1% -16.1% 38.4% 56.0% 38.4% 38.6% 38.7% 34.9% <td>I have confidence in the leadership exhibited by the HCPSS Superintendent.</td> <td>51.4%</td> <td>38.9%</td> <td>31.3%</td> <td>100.0%</td> <td>98.2%</td> <td>92.5%</td> <td>47.7%</td> <td>47.1%</td> <td>43.7%</td>	I have confidence in the leadership exhibited by the HCPSS Superintendent.	51.4%	38.9%	31.3%	100.0%	98.2%	92.5%	47.7%	47.1%	43.7%
feel that HCPSS offers me the possibility of advancing professionally in the field of education 86.1% 83.8% 87.9% 97.5% 90.9% 74.3% 80.6% 75.3% 70.9% n my position, I receive appropriate and adequate support and training 89.2% 94.6% 93.9% 88.4% 98.2% 92.5% 78.8% 71.3% 70.0% n the last 12 months, I have experienced harassing behavior from colleagues 5.6% 5.6% 0.0% 2.6% 10.2% 15.0% 8.8% 8.4% 8.6% n the last 12 months, I have experienced harassing behavior from administrators/supervisors. 5.4% 2.8% 3.3% 0.0% 11.8% 0.0% 4.4% 4.2% 6.1% n the last 12 months, I have experienced harassing behavior from parents 27.0% 27.0% 33.3% 37.5% 28.3% 32.5% 24.6% 19.5% 23.7% At my school I spend most of my PIP time on non-instructional activities. $$	I have confidence in the leadership exhibited by the Howard County Board of Education.	54.1%	38.9%	67.7%	100.0%	98.1%	67.5%	32.8%	29.7%	27.9%
n my position, I receive appropriate and adequate support and training89.2%94.6%93.9%88.4%98.2%92.5%78.8%71.3%70.0%n the last 12 months, I have experienced harassing behavior from colleagues5.6%5.6%0.0%2.6%10.2%15.0%8.8%8.6%n the last 12 months, I have experienced harassing behavior from administrators/supervisors.5.4%2.8%3.3%0.0%11.8%0.0%4.4%4.2%6.1%n the last 12 months, I have experienced harassing behavior from parents27.0%27.0%33.3%37.5%28.3%32.5%24.6%19.5%23.7%At my school I spend most of my PIP time on non-instructional activities.27.0%27.0%33.3%37.5%28.3%32.5%24.6%39.0%74.6%At my school I spend too much time in meetings.11138.4%53.8%82.6%83.0%74.6%n my school, I spend too much time in meetings.21138.4%53.8%32.5%24.1%33.8%n my school, I spend too much time in meetings.11138.4%56.0ut of 8640 out of 9568 out of 961Principal11111111111Principal1133.4356 out of 8640 out of 9568 out of 961Principal1111111111										