Image: Control in the stand with the stand in the stand with the stand in the stand with	Cradlerock ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	22-23	22-22
Overall, morale at my chool/worksite, agood.     75.04     97.04     92.75     92.04     92.74     92.04     92.74     92.04     82.74     92.04     82.74     82.74     82.94     82.74     82.94     92.75     62.35     92.05     92.75<											
There is an atmosphere of open communication and true in my school/worksite.     72 75     72 75     79     83.95     52.25     72.05     88.95     64.25     72.05     88.95     62.25     72.05     68.97     64.25     72.05     68.97     64.25     72.05     69.75     64.18     62.75     72.05     66.07     64.84     62.75     72.05     68.07     64.25     62.75     72.11     61.99     60.05     60.91     66.07     44.84     62.75     72.18     64.97     44.84     62.75     72.17     61.99     60.07     64.25     62.75     72.18     68.07     62.75     72.05     93.27     93.27     93.28     83.95     63.25     63.07     93.27     93.28     83.05     12.37     72.06     93.27     73.06     83.28     73.06     73.05											
personality fed successful my work.     90 rms     86.8     86.49     67.75     67.75     56.07     77.18     64.15     82.29       Icel involved in decision making at my school/workste.     62.55     71.18     61.05     60.05     60.05     60.075     64.15     62.25     60.25       in my chool/workste.     94.34     91.75     65.78     93.38     60.05     60.075     64.05     60.075     64.15     62.75     91.38     80.05     62.75     91.38     80.05     62.75     91.38     80.05     62.75     91.38     80.05     60.075     64.05     60.075     66.075     60.075     65.08     80.05 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>											
Test involved in decision-making at my school/verkite.     0218     1118     61.9%     60.9%     66.7%     66.7%     44.4%     83.9%     60.27%       Iwant to be involved in decision-making at my school/verkite.     94.9%     91.7%     57.7%     93.3%     100.0%     80.0%											67.9%
Invested in decision making at my technol/worksite.     94.94     87.78     93.35     100.05     80.05     92.78     93.28     00.05       In my school/worksite, Lam speak apenhy about important issues withhout fear of repercussions     70.06     89.27     86.175     75.076     80.076     80.076     80.076     80.076     80.076     80.07     85.178     77.006     80.077     80.076     80.077 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td></td> <td>82.7%</td> <td>82.9%</td>								-		82.7%	82.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions   700%   89.2%   86.4%   77.1%   75.0%   80.0%   58.1%   20.00   71.5%     In my school/worksite, I my school/worksite, In my school/worksite, In my school/worksite, I			-							63.5%	<u>60.2%</u>
In my school/worksite.   95.0%   100.0%   95.5%   83.3%   84.0%   93.3%   82.5%   87.0%   85.8%     There is good teamwork among staff in my school/worksite   80.0%   81.3%   84.4%   90.3%   91.7%   72.0%   93.2%   75.0%   83.8%   84.0%   90.3%   91.7%   72.0%   93.2%   75.0%   83.8%   84.0%   90.3%   81.2%   86.0%   93.2%   75.0%   83.8%   84.0%   93.3%   82.5%   83.3%   83.6%   60.5%   52.4%   50.6%   52.4%   50.5%   92.5%   92.5%										91.8%	<mark>89.0%</mark>
There is good teamwork among staff in my school/worksite     77.5%     84.2%     86.4%     90.3%     91.7%     72.0%     93.2%     75.0%     83.8%     21.3%       Non-instructional duries are assigned on an equilable basis in my school/worksite     80.0%     81.8%     71.4%     88.7%     82.6%     60.25%     62.5%	In my school/worksite, I can speak openly about important issues without fear of repercussions	70.0%	89.2%		87.1%	75.0%	80.0%		58.1%	74.0%	71.9%
Inter-instructional duties are assigned on an equitable basis in my school/worksite     80.0%     81.8%     71.4%     89.7%     62.2%     62.5%     62.2%     69.8%     75.0%     74.8%       My work performance is evaluated faily.     82.5%     82.0%     61.3%     29.2%     80.0%     80.0%     60.9%     75.0%     74.8%       Iam provided adequate time during the workday to plan, prepare for and do my job.     55.6%     55.6%     55.6%     55.6%     55.6%     52.4%     58.3%     44.0%     42.2%     50.0%     80.1%     42.2%     50.3%     42.4%     20.2%     80.3%     42.4%     20.2%     80.3%     42.4%     20.2%     80.3%     42.4%     20.2%     82.5%     85.7%     70.8%     73.3%     65.1.4%     82.5%     85.7%     60.9%     70.8%     73.3%     65.1.4%     82.5%     85.0%     70.0%     94.4%     77.2%     44.6%     83.9%     100.0%     95.5%     93.5%     92.8%     83.9%     100.0%     95.5%     93.5%     92.8%     77.3%     66.7%     72.7%     75.6%     90.4%     <	In my school/worksite, I am treated as a professional	95.0%	100.0%	95.5%	83.9%	83.3%	84.0%	93.3%	82.5%	87.0%	85.8%
My working environment (i.e. safety, cleanliness) is conductive to success   77.5%   76.3%   77.3%   61.3%   29.2%   80.0%   80.0%   60.9%   78.0%   74.0%     My working environment (i.e. safety, cleanliness) is conductive to success   82.5%   88.9%   90.5%   87.5%   79.1%   90.5%   84.18   90.4%   89.0%   80.0%	There is good teamwork among staff in my school/worksite.	77.5%	84.2%	86.4%	90.3%	91.7%	72.0%	93.2%	75.0%	83.8%	<mark>81.3%</mark>
My work performance is evaluated fairly.     82.5%     88.9%     90.9%     96.6%     87.5%     79.1%     90.5%     84.1%     90.9%     80.0%       1am provided adequate time during the workday to plan, prepare for and do my job.     72.5%     84.2%     53.6%     52.4%     54.8%     58.3%     44.0%     52.4%     49.2%     50.9%       1am provided adequate work and storage space to prepare for and do my job.     72.5%     84.2%     00.9%     73.3%     69.7%     73.3%     51.3%     82.5%     83.5%     90.3%     87.0%     100.0%     55.5%     93.5%     92.8%     93.3%     87.0%     100.0%     55.5%     93.5%     92.8%     93.3%     87.0%     100.0%     55.5%     93.5%     92.8%     93.9%     90.6%     91.3%     88.0%     77.3%     64.2%     77.2%     64.0%     63.2%     60.09%     62.3%     72.9%     48.0%     63.6%     63.2%     65.3%     73.5%     66.2%     67.7%     73.9%     48.0%     63.6%     63.2%     65.9%     93.3%     73.5%     65.0%     66.7%     72.7% </td <td>Non-instructional duties are assigned on an equitable basis in my school/worksite</td> <td>80.0%</td> <td>81.8%</td> <td>71.4%</td> <td>89.7%</td> <td>82.6%</td> <td>62.5%</td> <td>82.9%</td> <td>69.8%</td> <td>75.0%</td> <td>74.8%</td>	Non-instructional duties are assigned on an equitable basis in my school/worksite	80.0%	81.8%	71.4%	89.7%	82.6%	62.5%	82.9%	69.8%	75.0%	74.8%
I am provided adequate time during the workday to plan, prepare for and do my job.   56.4%   55.6%   52.4%   54.8%   58.3%   48.0%   52.4%   49.2%   90.9%   30.9%     I am provided adequate work and storage space to prepare for and do my job.   72.5%   84.2%   100.0%   87.1%   66.6%   70.8%   73.3%   65.1%   82.5%   93.2%   87.0%   100.0%   95.5%   93.5% <td< td=""><td>My working enviornment (i.e. safety, cleanliness) is conductive to success</td><td>77.5%</td><td>76.3%</td><td>77.3%</td><td>61.3%</td><td>29.2%</td><td>80.0%</td><td>80.0%</td><td>60.9%</td><td>78.0%</td><td>74.0%</td></td<>	My working enviornment (i.e. safety, cleanliness) is conductive to success	77.5%	76.3%	77.3%	61.3%	29.2%	80.0%	80.0%	60.9%	78.0%	74.0%
I am provided adequate work and storage space to prepare for and do my job.   72.5%   84.2%   100.0%   87.1%   69.6%   70.8%   73.3%   65.1%   22.5%   83.4%     My administrators/supervisors respect the negotiated contracts   97.5%   100.0%   87.1%   69.6%   70.8%   73.3%   65.1%   82.5%   83.4%     My planning time is respect the megotiated contracts   97.5%   100.0%   87.7%   100.0%   95.5%   93.5%   92.3%   92.3%   92.3%   92.3%   92.3%   92.3%   92.3%   90.3%   87.0%   100.0%   95.5%   93.5%   84.0%   83.6%   70.5%   100.0%   95.7%   76.2%   72.4%   52.2%   76.0%   90.7%   64.2%   71.5%   67.2%   90.7%   64.2%   71.5%   67.2%   90.7%   64.2%   72.7%   65.7%   66.7%   67.9%   77.3%   99.5%   74.6%   60.0%   66.7%   67.7%   67.2%   67.5%   67.5%   67.7%   67.2%   66.7%   67.7%   67.3%   73.3%   28.4%   63.5%   67.7%   67.5%   67.7%   67.5%   67.7%   67.5%	My work performance is evaluated fairly.	82.5%	88.9%	90.9%	96.6%	87.5%	79.1%	90.5%	84.1%	90.4%	89.0%
My administrators/supervisors respect the negotiated contracts   97.5%   100.0%   95.2%   90.3%   87.0%   100.0%   95.5%   93.5%   92.3%     My planning time is respected by my school administrators/supervisors   87.5%   84.4%   85.7%   88.5%   85.0%   76.0%   94.4%   77.2%   84.0%   83.5%   66.7%   67.3%   67.3%   67.3%   67.3%   67.3%   77.3%   95.0%   74.6%   72.7%   66.7%   67.4%   77.3%   95.0%   74.6%   72.7%   66.7%   67.4%   77.3%   95.0%   74.6%   72.7%   76.0%   90.4%   77.1%   66.7%   67.5%   56.0%   44.9%   71.3%   95.0%   74.6%   72.3%   44.0%   65.4%   60.9%   64.2%   60.0%   64.2%   60.0%   64.2%   60.0%   64.2%   60.0%   64.2%   60.0%   64.2%   60.0%   64.2%   60.0%   64.2%   60.0%   66.7%   67.9%   72.1%   56.0%   66.7%   67.9%   72.1%   70.3%   44.0%   65.5%   60.3%   62.7%   66.7%   62.2%   60.0%   66.7%   62.7	I am provided adequate time during the workday to plan, prepare for and do my job.	56.4%	55.6%	52.4%	54.8%	58.3%	48.0%	52.4%	49.2%	50.9%	50.9%
My planning time is respected by my school administrators/supervisors   87.5%   84.4%   85.7%   88.5%   85.0%   76.0%   94.4%   77.2%   84.0%   83.3%     In my school, administrators/supervisors support me in enforcing discipline   94.4%   77.1%   76.2%   52.2%   76.0%   90.7%   64.2%   71.5%   67.3%     To my school, suddent misbehavior interfees with learning.   76.9%   75.7%   76.2%   90.0%   91.3%   88.0%   77.3%   95.0%   74.6%   72.3%   95.0%   74.6%   72.3%   95.0%   74.6%   72.3%   95.0%   74.6%   76.2%   60.0%   64.2%   60.0%   64.2%   60.0%   64.2%   60.0%   64.2%   60.0%   66.7%   72.7%   56.0%   66.7%   67.9%   72.1%   75.0%   66.7%   67.9%   72.1%   56.0%   66.7%   67.2%   72.1%   56.0%   66.7%   67.2%   72.1%   56.0%   66.7%   67.2%   72.1%   56.0%   66.7%   67.2%   72.1%   70.3%   84.0%   55.5%   94.4%   57.5%   64.2%   55.5%   91.3%   81.0%   73.3%	I am provided adequate work and storage space to prepare for and do my job.	72.5%	84.2%	100.0%	87.1%	69.6%	70.8%	73.3%	65.1%	82.5%	83.4%
In my school, administrators/supervisors support me in enforcing discipline   94.4%   77.1%   76.2%   72.4%   52.2%   76.0%   90.7%   64.2%   71.1%   67.3%     In my school, student misbehavior interferes with learning.   76.9%   75.7%   75.2%   90.0%   91.3%   88.0%   77.3%   95.0%   74.6%   60.0%   64.2%   72.3%   75.7%   75.7%   75.2%   90.0%   91.3%   88.0%   77.3%   95.0%   74.6%   60.0%   64.2%   72.3%   75.7%   75.7%   76.2%   90.0%   91.3%   88.0%   77.3%   95.0%   74.6%   60.0%   64.2%   60.0%   64.2%   60.0%   64.2%   60.0%   64.2%   60.0%   64.2%   72.3%   75.0%   66.0%   63.6%   66.0%   63.6%   66.0%   63.6%   66.0%   63.6%   66.0%   63.3%   60.0%   64.2%   42.6%   40.0%   54.5%   59.3%   44.2%   44.6%   40.0%   54.5%   59.3%   42.2%   42.6%   65.8%   59.1%   67.5%   64.2%   42.6%   65.8%   59.1%   67.5%   64.0%   85.	My administrators/supervisors respect the negotiated contracts	97.5%	100.0%	95.2%	90.3%	87.0%	100.0%	95.5%	93.5%	92.8%	92.3%
In my school, student misbehavior interferes with learning.   76.9%   75.7%   76.2%   90.0%   91.3%   88.0%   77.3%   95.0%   74.6%   72.7%     Too much instructional time is spent administering assessments.   77.8%   77.1%   66.7%   52.0%   42.9%   48.0%   63.6%   60.9%   64.2%   60.0%     HCPSS professional development experiences are meaningful and worthwhile   75.0%   78.4%   57.1%   72.4%   73.9%   48.0%   54.5%   55.9%   66.7%   67.9%   72.1%   66.7%   67.9%   72.1%   73.9%   48.0%   54.5%   55.9%   40.2%   46.3%   55.9%   40.2%   33.3%   28.9%   22.6%   35.9%   40.7%   53.8%   40.9%   58.1%   37.5%   33.3%   28.9%   22.6%   35.9%   40.7%   1 have confidence in the leadership exhibited by the Moward County Board of Education.   59.5%   47.2%   13.6%   90.3%   73.9%   56.5%   44.2%   50.6%   66.7%   52.8%   66.7%   52.8%   66.7%   52.8%   66.7%   82.9%   21.6%   32.9%   14.6%   30.2%   40.0%   56.7%	My planning time is respected by my school administrators/supervisors	87.5%	84.4%	85.7%	88.5%	85.0%	76.0%	94.4%	77.2%	84.0%	83.9%
To much instructional time is spent administering assessments.     78.8%     77.1%     66.7%     56.0%     42.9%     48.0%     63.6%     60.9%     66.2%     60.0%       HCPSS professional development experiences are meaningful and worthwhile     75.0%     78.4%     57.1%     72.4%     73.9%     48.0%     54.5%     55.9%     49.4%     46.3%       Increased workload has contributed to a decline in my morale.     69.2%     65.8%     59.1%     66.7%     72.7%     56.0%     66.7%     67.7%     72.3%     48.0%     54.5%     55.9%     40.4%     46.3%       I maid fairly.     47.5%     37.8%     40.9%     58.1%     37.3%     33.3%     28.9%     22.6%     35.9%     40.7%       I have confidence in the leadership exhibited by the HOPSS Superintendent.     59.5%     47.2%     13.6%     90.3%     73.9%     46.6%     80.5%     90.3%     91.3%     91.6%     80.0%     80.9%     80.4%     60.7%     62.8%     40.0%     50.8%     47.7%     11.4%     81.6%     72.0%     81.4%     77.7%     77.6%     75.6%	In my school, administrators/supervisors support me in enforcing discipline	94.4%	77.1%	76.2%	72.4%	52.2%	76.0%	90.7%	64.2%	71.5%	67.3%
HCPSS professional development experiences are meaningful and worthwhile   75.0%   78.4%   57.1%   72.4%   73.9%   48.0%   54.5%   55.9%   49.4%   46.3%     Increased workload has contributed to a decline in my morale.   69.2%   65.8%   59.1%   66.7%   72.7%   56.0%   66.7%   67.9%   72.1%   70.3%     I am paid fairly.   47.5%   37.8%   40.9%   58.1%   37.5%   33.3%   28.9%   22.6%   35.9%   40.7%     I have confidence in the leadership exhibited by the HCPSS Superintendent.   59.5%   47.2%   13.6%   90.3%   73.9%   56.5%   44.2%   57.6%   66.7%   62.5%     I have confidence in the leadership exhibited by the HOward County Board of Education.   59.0%   52.5%   90.3%   91.3%   91.6%   86.0%   85.0%   90.6%   89.9%     I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).   97.4%   94.6%   95.5%   90.3%   91.3%   91.6%   86.0%   85.0%   90.6%   89.9%     I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).   97.4%   84.0%   88.3%   <	In my school, student misbehavior interferes with learning.	76.9%	75.7%	76.2%	90.0%	91.3%	88.0%	77.3%	95.0%	74.6%	72.7%
Increased workload has contributed to a decline in my morale.   69.2%   65.8%   59.1%   66.7%   72.7%   56.0%   66.7%   67.9%   72.1%   70.3%     I am paid fairly.   47.5%   37.8%   40.9%   58.1%   37.5%   33.3%   28.9%   22.6%   35.9%   40.7%     I have confidence in the leadership exhibited by the HCPSS Superintendent.   59.5%   47.2%   13.6%   90.3%   73.9%   56.5%   44.2%   57.6%   66.7%   67.9%   72.1%   70.3%     I have confidence in the leadership exhibited by the HOward County Board of Education.   59.0%   52.8%   66.7%   83.3%   81.0%   41.6%   30.2%   40.0%   50.8%   47.7%     I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).   97.4%   94.6%   95.5%   90.3%   91.6%   86.0%   85.0%   90.6%   89.9%     I hele tat 12 months, I have experienced harassing behavior from colleagues   15.4%   0.0%   4.8%   8.0%   8.3%   12.0%   67.7%   69.8%   69.0%     In the last 12 months, I have experienced harassing behavior from colleagues   15.4%   0.0%   4.8%	Too much instructional time is spent administering assessments.	78.8%	77.1%	66.7%	56.0%	42.9%	48.0%	63.6%	60.9%	64.2%	60.0%
I am paid fairly.   47.5%   37.8%   40.9%   58.1%   37.5%   33.3%   28.9%   22.6%   33.9%   40.7%     I have confidence in the leadership exhibited by the HOPSS Superintendent.   59.5%   47.2%   13.6%   90.3%   73.9%   56.5%   44.2%   57.6%   66.7%   62.5%     I have confidence in the leadership exhibited by the Howard County Board of Education.   59.0%   52.8%   66.7%   83.3%   81.0%   41.6%   30.2%   40.0%   50.8%   47.7%     I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).   97.4%   94.6%   95.5%   90.3%   91.3%   91.6%   86.0%   85.0%   90.6%   89.9%     I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).   97.4%   94.6%   95.5%   90.3%   91.3%   91.6%   86.0%   85.0%   90.6%   89.9%     I new position, I receive appropriate and adequate support and training   71.1%   81.6%   72.7%   77.6%   66.0%   60.7%   66.3%   60.0%   10.2%   10.2%   10.2%   10.2%   10.2%   10.2%   10.2%   10.2%   10.2%	HCPSS professional development experiences are meaningful and worthwhile	75.0%	78.4%	57.1%	72.4%	73.9%	48.0%	54.5%	55.9%	49.4%	46.3%
I am paid fairly.   47.5%   37.8%   40.9%   58.1%   37.5%   33.3%   28.9%   22.6%   35.9%   40.7%     I have confidence in the leadership exhibited by the HOPSS Superintendent.   59.5%   47.2%   13.6%   90.3%   73.9%   56.5%   44.2%   57.6%   66.7%   62.5%     I have confidence in the leadership exhibited by the Howard County Board of Education   59.0%   52.8%   66.7%   83.3%   81.0%   41.6%   30.2%   40.0%   50.8%   47.7%     I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).   97.4%   94.6%   95.5%   90.3%   91.3%   91.6%   86.0%   85.0%   90.6%   89.9%     I feel that HCPSS offers me the possibility of advancing professionally in the field of education   78.9%   78.4%   81.0%   86.3%   72.0%   81.4%   73.7%   77.6%   75.0%   66.7%   66.7%   68.3%   10.2%   61.7%   68.9%   66.0%   67.5%   66.7%   68.9%   90.6%   89.9%   in the last 12 months, I have experienced harassing behavior from colleagues   15.4%   0.0%   4.8%   8.0%   8.3%   12.0%   6	Increased workload has contributed to a decline in my morale.	69.2%	65.8%	59.1%	66.7%	72.7%	56.0%	66.7%	67.9%	72.1%	70.3%
I have confidence in the leadership exhibited by the Howard County Board of Education.   59.0%   52.8%   66.7%   83.3%   81.0%   41.6%   30.2%   40.0%   50.8%   47.7%     I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).   97.4%   94.6%   95.5%   90.3%   91.3%   91.6%   86.0%   85.0%   90.6%   88.9%     I feel that HCPSS offers me the possibility of advancing professionally in the field of education   78.9%   78.4%   81.0%   89.3%   86.4%   72.0%   81.4%   73.7%   77.6%   75.0%     In my position, I receive appropriate and adequate support and training   71.1%   81.6%   72.7%   74.2%   75.0%   68.0%   75.6%   67.7%   69.8%   69.0%     In the last 12 months, I have experienced harassing behavior from colleagues   15.4%   0.0%   4.8%   8.0%   8.3%   12.0%   6.7%   6.6%   10.2%   10.2%     In the last 12 months, I have experienced harassing behavior from parents   2.6%   0.0%   5.0%   8.7%   4.2%   8.0%   44.4%   13.1%   5.5%   6.3%     At my school I spend most of my PIP time on non-instructional acti	I am paid fairly.	47.5%	37.8%	40.9%	58.1%	37.5%	33.3%	28.9%	22.6%	35.9%	40.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).   97.4%   94.6%   95.5%   90.3%   91.3%   91.6%   86.0%   85.0%   90.6%   89.9%     I feel that HCPSS offers me the possibility of advancing professionally in the field of education   78.9%   78.4%   81.0%   89.3%   86.4%   72.0%   81.4%   73.7%   77.6%   75.0%     In my position, I receive appropriate and adequate support and training   71.1%   81.6%   72.7%   74.2%   75.0%   68.0%   75.6%   67.7%   69.8%   69.0%     In the last 12 months, I have experienced harassing behavior from colleagues   15.4%   0.0%   4.8%   8.0%   8.3%   12.0%   6.7%   6.6%   10.2%   10.2%     In the last 12 months, I have experienced harassing behavior from administrators/supervisors.   2.6%   0.0%   5.0%   8.7%   4.2%   8.0%   4.4%   13.1%   5.5%   6.3%     In the last 12 months, I have experienced harassing behavior from parents   28.2%   18.4%   13.6%   24.0%   17.4%   20.0%   11.6%   18.5%   22.8%     At my school I spend most of my PIP time on non-instructional activities.	I have confidence in the leadership exhibited by the HCPSS Superintendent.	59.5%	47.2%	13.6%	90.3%	73.9%	56.5%	44.2%	57.6%	66.7%	62.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).97.4%94.6%95.5%90.3%91.3%91.6%86.0%85.0%90.6%89.9%I feel that HCPSS offers me the possibility of advancing professionally in the field of education78.9%78.4%81.0%89.3%86.4%72.0%81.4%73.7%77.6%75.0%In my position, I receive appropriate and adequate support and training71.1%81.6%72.7%74.2%75.0%68.0%75.6%67.7%69.8%69.0%In the last 12 months, I have experienced harassing behavior from colleagues15.4%0.0%4.8%8.0%8.3%12.0%6.7%6.6.6%10.2%10.2%In the last 12 months, I have experienced harassing behavior from administrators/supervisors.2.6%0.0%5.0%8.7%4.2%8.0%4.4%13.1%5.5%6.3%In the last 12 months, I have experienced harassing behavior from parents28.2%18.4%13.6%24.0%17.4%20.0%11.6%18.0%18.5%22.8%At my school I spend most of my PIP time on non-instructional activities.73.7%64.0%93.3%89.5%81.0%73.7%In my school, I spend too much time in meetings.73.7%64.0%93.3%89.5%81.0%73.7%In my school, I spend too much time in meetings.37.5%32.6%46.4%41.4%In my school, I spend too much time in meetings.<	I have confidence in the leadership exhibited by the Howard County Board of Education.	59.0%	52.8%	66.7%	83.3%	81.0%	41.6%	30.2%	40.0%	50.8%	47.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education   78.9%   78.4%   81.0%   89.3%   86.4%   72.0%   81.4%   73.7%   77.6%   75.0%     In my position, I receive appropriate and adequate support and training   71.1%   81.6%   72.7%   74.2%   75.0%   68.0%   75.6%   67.7%   69.8%   69.0%     In the last 12 months, I have experienced harassing behavior from colleagues   15.4%   0.0%   4.8%   8.0%   8.3%   12.0%   6.7%   6.6%   10.2%   10.2%     In the last 12 months, I have experienced harassing behavior from administrators/supervisors.   2.6%   0.0%   5.0%   8.7%   4.2%   8.0%   4.4%   13.1%   5.5%   6.3%     In the last 12 months, I have experienced harassing behavior from parents   28.2%   18.4%   13.6%   24.0%   17.4%   20.0%   11.6%   18.6%   22.8%     At my school I spend most of my PIP time on non-instructional activities.   28.2%   18.4%   13.6%   24.0%   17.4%   93.3%   89.5%   81.0%   73.7%     At my school our administrator includes time during PIP for teacher-inititated collaboration.   26.3%	I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.4%	94.6%	95.5%	90.3%	91.3%	91.6%	86.0%	85.0%		89.9%
In my position, I receive appropriate and adequate support and training   71.1%   81.6%   72.7%   74.2%   75.0%   68.0%   75.6%   67.7%   69.8%   69.0%     In the last 12 months, I have experienced harassing behavior from colleagues   15.4%   0.0%   4.8%   8.0%   8.3%   12.0%   6.7%   6.6%   10.2%   10.2%     In the last 12 months, I have experienced harassing behavior from administrators/supervisors.   2.6%   0.0%   5.0%   8.7%   4.2%   8.0%   4.4%   13.1%   5.5%   6.3%     In the last 12 months, I have experienced harassing behavior from parents   2.6%   0.0%   5.0%   8.7%   4.2%   8.0%   4.4%   13.1%   5.5%   6.3%     In the last 12 months, I have experienced harassing behavior from parents   2.6%   10.4%   13.6%   24.0%   17.4%   20.0%   11.6%   18.0%   18.5%   22.8%     At my school I spend most of my PIP time on non-instructional activities.   In my school, I spend too much time in meetings.   26.3%   32.0%   44.4%   46.4%   41.4%     In my school, I spend too much time in meetings.   In my school, I spend too much time in meetings.   13.0%   27.	I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.9%	78.4%	81.0%	89.3%	86.4%	72.0%	81.4%	73.7%	77.6%	75.0%
In the last 12 months, I have experienced harassing behavior from colleagues   15.4%   0.0%   4.8%   8.0%   8.3%   12.0%   6.7%   6.6%   10.2%   10.2%     In the last 12 months, I have experienced harassing behavior from administrators/supervisors.   2.6%   0.0%   5.0%   8.7%   4.2%   8.0%   4.4%   13.1%   5.5%   6.3%     In the last 12 months, I have experienced harassing behavior from parents   28.2%   18.4%   13.6%   24.0%   17.4%   20.0%   11.6%   18.5%   22.8%     At my school 1 spend most of my PIP time on non-instructional activities.     26.3%   32.0%   43.8%   45.0%   27.0%   33.5%     At my school, I spend too much time in meetings.      73.7%   64.0%   93.3%   89.5%   81.0%   73.7%     In my school, I spend too much time in meetings.       13.0%   27.3%   9.8%   22.2%   33.8%     In my school, I spend too much time in meetings.       13.0%   27.3%   9.8%   22.2%   33.8%     Participants   40   38<	In my position, I receive appropriate and adequate support and training	71.1%	81.6%	72.7%	74.2%	75.0%	68.0%	75.6%	67.7%		
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.   2.6%   0.0%   5.0%   8.7%   4.2%   8.0%   4.4%   13.1%   5.5%   6.3%     In the last 12 months, I have experienced harassing behavior from parents   28.2%   18.4%   13.6%   24.0%   17.4%   20.0%   11.6%   18.5%   6.3%     At my school I spend most of my PIP time on non-instructional activities.     26.3%   32.0%   43.8%   45.0%   27.0%   33.5%     At my school I spend most of my PIP time on non-instructional activities.      73.7%   64.0%   93.3%   89.5%   81.0%   73.7%     In my school, I spend too much time in meetings.       37.5%   32.6%   46.4%   46.4%   41.4%     In my school, I spend too much time in meetings.       33.0%   22.5%   33.8%   22.5%   33.8%   22.5%   33.8%   22.5%   33.8%   22.5%   33.8%   22.5%   33.8%   22.5%   33.8%   22.5%   33.8%   22.5%   33.8%   22.5%   33.8%   22.5%	In the last 12 months, I have experienced harassing behavior from colleagues	15.4%	0.0%	4.8%	8.0%	8.3%	12.0%	6.7%	6.6%		10.2%
In the last 12 months, I have experienced harassing behavior from parents   28.2%   18.4%   13.6%   24.0%   17.4%   20.0%   11.6%   18.0%   18.5%   22.8%     At my school I spend most of my PIP time on non-instructional activities.     26.3%   32.0%   43.8%   45.0%   27.0%   33.5%     At my school our administrator includes time during PIP for teacher-initiated collaboration.     73.7%   64.0%   93.3%   89.5%   81.0%   73.7%     In my school, I spend too much time in meetings.      37.5%   32.6%   46.4%   44.4%     In my school, I spend too much time in meetings.       37.5%   32.6%   46.4%   44.4%     In my school, I spend too much time in meetings.       33.0%   27.3%   9.8%   22.2%   33.8%     In my school, I spend too much time in meetings.        33.0%   25.0%   46.4%   41.4%     In my school, there is adequate support for special education students.      38   22   31   24 out of 85<	In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.6%	0.0%	5.0%	8.7%	4.2%	8.0%	4.4%	13.1%		
At my school I spend most of my PIP time on non-instructional activities.   Image: constraint of the spend most of my PIP time on non-instructional activities.   Image: constraint of the spend most of my PIP time on non-instructional activities.   Image: constraint of the spend most of my PIP time on non-instructional activities.   Image: constraint of the spend most of my PIP time on non-instructional activities.   Image: constraint of the spend most of my PIP time on non-instructional activities.   Image: constraint of the spend most of my PIP time on non-instructional activities.   Image: constraint of the spend most of my PIP time on non-instructional activities.   Image: constraint of the spend most of my PIP time on non-instructional activities.   Image: constraint of the spend most of my PIP time on non-instructional activities.   Image: constraint of the spend most of my PIP time on non-instructional activities.   Image: constraint of the spend most of my PIP time on non-instructional activities.   Image: constraint of the spend most of the sp	In the last 12 months, I have experienced harassing behavior from parents	28.2%	18.4%	13.6%	24.0%	17.4%	20.0%	11.6%	18.0%		
At my school our administrator includes time during PIP for teacher-initiated collaboration.   Image: Collaboration of the information of th	At my school I spend most of my PIP time on non-instructional activities.					26.3%	32.0%	43.8%	45.0%		
In my school, I spend too much time in meetings.   In my school, I spend too much time in meetings.   37.5%   32.6%   46.4%   41.4%     In my school, I spend too much time in meetings.   Imm y school, I spend too much time in meetings.   13.0%   27.3%   9.8%   22.2%   33.8%     In my school, I spend too much time in meetings.   Imm y school, I spend too much time in meetings.   13.0%   27.3%   9.8%   22.2%   33.8%     In my school, there is adequate support for special education students.   Imm y school, I spend too much time in meetings.   13.0%   27.3%   9.8%   22.2%   33.8%     Imm y school, there is adequate support for special education students.   Participants   40   38   22   31   24 out of 85   25 out of 87   45 out of 87   64 out of 91     Principal   Imm y school, I spend too much time in meetings.   Imm y school, I spend too much time in meetings.   Imm y school, I spend too much time in meetings.   64 out of 91     Principal   Imm y school, I spend too much time in meetings.   Imm y school, I spend too much time in meetings.   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%   10.0%			1			73.7%	64.0%	93.3%	89.5%		
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