2022-2023 HCEA Job Satisfaction Survey Trend Report

in my school/worksite, I am treated as a professional 79.1% 79.4% 90.9% 72.7% 87.8% 82.0% 85.7% 80.8% 84.4% 85.8% There is good tearwork among staff in my school/worksite 66.3% 70.6% 91.7% 76.0% 72.1% 69.4% 76.7% 80.3% 81.3% Non-instructional dubies are assigned on an equitable basin in my school/worksite 66.3% 77.4% 80.0% 65.5% 82.0% 86.3% 71.2% 66.3% 72.4% 74.8% Wy work performance is evaluated fairly. 65.5% 60.0% 65.5% 82.0% 88.1% 72.2% 86.7% 89.0% am provided adequate time during the workday to plan, prepare for and do my job. 86.4% 97.1% 78.5% 90.5% 85.5% 85.5% 87.7%	Patuxent Valley MS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	22-23	22-22
Three is an atmosphere of open communication and trust in my school/worksite. 34.94 24.94 80.05 45.54 66.04 56.59 36.55 29.28 61.05 67.95 i personally feel successful in my work. 72.75 79.44 80.05 71.95 71.445 50.07 42.44 42.05 62.28 <t< th=""><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th>Overall-MS</th><th><mark>Overall-All</mark></th></t<>										Overall-MS	<mark>Overall-All</mark>
Three is an atmosphere of open communication and trust in my school/worksite. 94.9% 24.24% 80.0% 45.5% 66.0% 56.9% 96.5% 99.2% 61.0% 67.9% I personally feel successful in my work. 72.7% 79.4% 80.0% 71.9% 74.0% 80.6% 71.0% 60.2% 62.9% 62.8% 71.9% 80.6% 71.0% 60.2% 62.9% 62.5% 62.5% 62.5% 62.5% 62.5% 62.5% 62.5% 62.5% 62.5% 62.5% 62.5% 62.5% 62.5% 62.5% 62.5% 66.3% 64.4% 51.6% 62.5% 62.5% 62.5% 62.5% 62.5% 62.2% 62.8% 71.9% 70.9% 70.5% 71.5% 69.4% 71.5% 69.4% 71.5% 69.4% 71.5% 69.4% 71.5% 69.4% 71.5% 68.3% 71.2% 68.3% 71.2% 68.3% 71.2% 68.3% 71.2% 68.3% 71.2% 68.3% 72.4% 71.5% 78.5% 71.5% 78.5% 71.5% 78.5% 71.5% 78.5% 71.5% 78.5% 71.5% 78.5% <t< th=""><th>Overall, morale at my school/worksite is good.</th><th>38.6%</th><th>29.4%</th><th>80.0%</th><th>54.5%</th><th>74.0%</th><th>60.6%</th><th>23.8%</th><th>21.9%</th><th>54 9%</th><th>64.8%</th></t<>	Overall, morale at my school/worksite is good.	38.6%	29.4%	80.0%	54.5%	74.0%	60.6%	23.8%	21.9%	54 9%	64.8%
personally feel successful in my work. 72.7% 72.4% 70.9% 74.0% 80.6% 71.0% 74.0% 80.2% 82.9% Icel involved in decision-making at my school/workste. 93.2% 84.5% 71.4% 50.0% 68.8% 50.7% 42.4% 42.4% 42.0% 57.2% 60.2% In my school/workste, I can speak openy about important issue without fear of reperusions 41.9% 58.8% 82.9% 42.4% 76.0% 63.5% 48.4% 51.4% 60.2% 71.9% 77.0% 76.0% 63.5% 48.4% 51.4% 60.2% 77.7% 87.7% 88.7% 88.5% 68.4% 55.7% 68.3% 55.7% 68.3% 55.7% 68.3% 62.2% 62.8% 77.7% 87.8% 91.4% 77.4% 68.3% 62.7% 68.3% 77.7% 78.8% 91.4% 77.4% 68.3% 62.7% 66.2% 62.7% 66.2% 62.7% 66.2% 62.7% 62.8% 77.9% 78.4% 77.4% 78.8% 91.4% 65.3% 62.7% 62.5% 62.7% 62.5% 62.7% 62.2% 66.2% 62.9% 77.9%		34.9%	32.4%	80.0%			56.9%	36.5%			
Tiel involved in decision-making at my school/worksite. 93.6% 27.8% 17.4% 50.0% 68.8% 90.7% 42.4% 42.0% 97.2% 60.2% I want to be involved in decision-making at my school/worksite. 1an syschool/worksite. 1an syschool/worksite. 63.8% 82.9% 42.4% 76.0% 63.5% 84.5% 66.2% 71.9% 71.9% 77.7% 78.7% 92.0% 88.7% 80.9% 62.7% 76.0% 63.5% 64.5% 68.3% 68.3% 68.3% 68.3% 68.3% 68.3% 68.3% 68.3% 68.3% 68.3% 68.3% 68.3% 68.3% 68.3% 68.3% 68.3% 72.4% 68.3% 69.3% 77.4% 60.3% 67.3% 74.5% 68.3% 68.3% 68.3% 72.2% 68.3% 68.3% 72.2% 68.3% 72.4% 68.3% 68.1% 72.2% 68.3% 72.4% 68.3% 68.1% 72.2% 68.3% 68.1% 72.2% 68.3% 68.1% 72.2% 68.3% 72.4% 68.3% 68.1% 72.2% 68.3% 68.1% 72.2% 74.5% 74.5% 74.5%<		72.7%	79.4%	80.0%	71.9%	74.0%	80.6%		74.0%		82.9%
Iwant to be involved in decision-making at my school/worksite. 93.2% 64.8% 84.7% 79.5% 81.5% 91.5% 88.1% 66.1% 88.90% n my school/worksite, 1 am treated as a professional 79.4% 80.0% 72.7% 67.6% 63.6% 48.4% 51.4% 60.2% 71.3% In my school/worksite, 1 am treated as a professional 79.4% 80.0% 69.7% 76.0% 63.6% 48.4% 68.8% In rey school/worksite, 1 am treated as a professional on an equilable basin in my school/worksite 64.3% 77.4% 80.0% 65.5% 62.2% 69.3% 74.5% 80.0% 56.5% 62.2% 69.3% 74.0% 74.5% 80.0% 56.5% 62.2% 69.3% 74.0% 74.5% 74.0% 74.5% 74.0% 74.5% 77.4% 80.3% 88.1% 72.2% 88.3% 72.2% 88.3% 72.2% 88.3% 72.2% 88.3% 72.8% 88.3% 74.0% 74.5% 76.3% 74.0% 74.5% 76.5% 74.5% 75.7% 72.2% 76.3%	I feel involved in decision-making at my school/worksite.	38.6%	27.3%	71.4%	50.0%	68.8%	50.7%	42.4%	42.0%		60.2%
in my school/workste, I can speak openly about important issues without fear of repercussions 41.9% 58.8% 62.9% 42.4% 76.0% 63.6% 48.4% 51.4% 69.2% 71.9% In my school/worksite, I am treated as a professional 79.1% 79.4% 80.0% 62.7% 67.8% 82.0% 85.7% 60.8% 84.4% 88.8% Non-instructional duties are assigned on an equitable basis in my school/worksite 64.3% 78.4% 60.7% 76.1% 73.1% 69.4% 77.4% 80.0% 56.5% 62.2% 69.2% 74.8% Wy work performance is evaluated fairly. 65.9% 70.6% 77.1% 78.8% 91.8% 88.3% 88.1% 72.2% 86.7% 42.6% 45.8% 46.7% 50.9% I am provided adequate time during the workday to plan, prepare for and do my job. 86.4% 97.1% 85.7% 71.5% 71.5% 71.5% 71.5% 71.5% 72.2% 85.7% 82.5% 83.4% 45.7% 80.9% 90.7% 82.5% 83.4% 45.7% 60.9% 71.5% 71.5% 71.5% 71.5% 71.5% 71.5% 71.5% 71.5% <t< td=""><td></td><td>93.2%</td><td>84.8%</td><td>94.1%</td><td>86.7%</td><td>79.6%</td><td>81.5%</td><td>91.5%</td><td>88.1%</td><td></td><td>89.0%</td></t<>		93.2%	84.8%	94.1%	86.7%	79.6%	81.5%	91.5%	88.1%		89.0%
There is good teamwork among staff in my school/worksite. 69.8% 70.6% 80.0% 69.7% 76.0% 73.1% 69.4% 76.7% 80.3% 81.3% Non-instructional duries are assigned on an equitable basis in my school/worksite 64.3% 78.8% 91.4% 77.4% 80.9% 66.1% 71.2% 66.3% 72.4% 74.8% Wy working environment (it is, asfeet, cleanines): 65.9% 70.6% 77.1% 78.8% 91.8% 66.3% 82.1% 72.2% 66.3% 74.0% My working environment (it is, asfeet, cleanines): 65.9% 70.6% 77.1% 78.8% 91.8% 66.3% 82.1% 72.2% 86.7% 82.0% 66.5% 70.6% 75.1% 46.9% 50.0% 56.7% 42.6% 45.8% 46.7% 20.0% 76.3% 77.4% 77.5% 72.7% 87.7% 82.8% 83.4% 77.3% 76.5% 74.5% 77.4% 77.5% 72.7% 82.8% 83.4% 90.0% 90.9% 85.7% 87.7% 82.8% 83.4% 90.0% 90.5% 85.5% 81.9% 90.8% 92.8% 90.8% 92.8% <	In my school/worksite, I can speak openly about important issues without fear of repercussions	41.9%	58.8%	82.9%	42.4%	76.0%	63.6%	48.4%	51.4%		71.9%
Non-instructional duties are assigned on an equitable basis in my school/worksite 64.38 39.48 91.48 77.48 80.99 66.18 71.25 66.39 72.48 74.88 Wy work performance (i.e. safety, deanliness) is conductive to success 66.39 30.48 60.66 66.06 86.09 56.57 62.28 66.06 74.08 I am provided adequate time during the workday to plan, prepare for and do my job. 37.24 38.28 57.15 46.94 50.07 55.76 42.66 45.87 46.78 50.99 I am provided adequate time during the workday to plan, prepare for and do my job. 37.24 37.25 93.28 91.07 90.66 77.08 62.76 42.66 45.78 46.78 50.99 I am provided adequate time during the workday to plan, prepare for and do my job. 86.49 93.98 77.48 76.76 74.55 76.76 74.55 76.76 74.55 76.76 74.55 76.76 74.55 76.76 74.55 76.76 74.55 76.76 74.55 76.76 74.55 76.76 74.55 76.76 74.55 77.65 75.75 61.38 46.07 59.09	In my school/worksite, I am treated as a professional	79.1%	79.4%	90.9%	72.7%	87.8%	82.0%	85.7%	80.8%	84.4%	85.8%
Wy working environment (i.e. safety, cleanliness) is conductive to success 69.8% 39.4% 60.0% 65.6% 82.0% 88.0% 56.5% 62.2% 69.8% 74.0% My working environment (i.e. safety, cleanliness) is conductive to success 65.9% 77.1% 78.8% 91.8% 66.3% 88.1% 72.2% 66.7% 89.0% am provided adequate two during the workday to plan, prepare for and do my job. 86.4% 97.1% 93.8% 94.0% 90.9% 85.7% 82.7% 82.8% 83.4% My administrators/supervisors support me in enforcing discipline 76.3% 77.4% 76.5% 76.7% 74.5% 77.6% 72.2% 76.3% 82.7% 62.3% 65.0% 62.0% 63.8% 95.9% 86.5% 88.5% 81.9% 90.8% 92.3% My why administrators/supervisors support me in enforcing discipline 45.2% 76.5% 76.7% 74.5% 77.6% 72.2% 76.3% 52.3% 65.0% 50.0% 50.7% 62.3% 55.0% 90.0% 85.7% 68.5% 88.5% 94.5% 72.2% 76.3% 62.2% 67.8% 67.3% 72.2% 70.3% 62.3% </td <td>There is good teamwork among staff in my school/worksite.</td> <td>69.8%</td> <td>70.6%</td> <td>80.0%</td> <td>69.7%</td> <td>76.0%</td> <td>73.1%</td> <td>69.4%</td> <td>76.7%</td> <td>80.3%</td> <td>81.3%</td>	There is good teamwork among staff in my school/worksite.	69.8%	70.6%	80.0%	69.7%	76.0%	73.1%	69.4%	76.7%	80.3%	81.3%
Wy work performance is evaluated fairly. 65.9% 70.6% 77.1% 78.8% 91.8% 86.3% 88.1% 72.2% 86.7% 89.0% am provided adequate work and storage space to prepare for and do my job. 37.2% 88.7% 93.8% 90.0% 95.7% 44.6% 45.8% 46.7% 50.9% My administrators/supervisors 86.4% 97.1% 85.7% 77.4% 77.5% 72.2% 76.3% 82.2% 83.9% My administrators/supervisors 76.3% 77.4% 76.5% 76.7% 77.4% 77.5% 72.2% 76.3% 82.18 83.9% In my school, administrators/supervisors 76.3% 77.4% 76.5% 76.7% 77.5% 77.2% 72.2% 76.3% 82.18 83.9% 86.0% 50.0% 50.0% 52.7% 62.8% 63.8% 67.8% 43.2% 83.9% 86.0% 55.7% 77.7% 77.2% 72.2% 76.3% 82.18 83.9% 86.0% 55.3% 55.2% 57.7% 59.0% 56.3% 60.0% 38.7% 77.6% 77.2% 77.9% 71.6% 77.9% 71.6%	Non-instructional duties are assigned on an equitable basis in my school/worksite	64.3%	78.8%	91.4%	77.4%	80.9%	68.1%	71.2%	68.3%	72.4%	74.8%
am provided adequate time during the workday to plan, prepare for and do my job. 37.2% 38.2% 57.1% 46.9% 50.0% 56.7% 42.6% 45.8% 46.7% 50.9% am provided adequate work and storage space to prepare for and do my job. 86.4% 97.1% 85.7% 93.3% 94.0% 90.9% 85.7% 87.7% 82.8% 83.4% My administrators/supervisors respect the negotiated contracts 86.4% 93.9% 97.1% 90.6% 95.9% 86.5% 85.5% 81.9% 90.8% 92.3% In my school, administrators/supervisors support me in enforcing discipline 45.2% 25.0% 67.6% 45.2% 63.3% 55.0% 50.0% 25.7% 65.3% 67.3% In my school, student misbehavior interferes with learning. 86.0% 82.4% 82.4% 83.9% 86.0% 86.5% 88.5% 94.5% 75.6% 72.7% 59.0% 56.3% 55.2% 57.7% 59.0% 56.3% 50.0% 72.8% 77.9% 71.8% 67.3% 67.3% 67.3% 67.3% 67.3% 67.3% 67.3% 67.3% 67.5% 58.1% 43.8% 50.0% <t< td=""><td>My working enviornment (i.e. safety, cleanliness) is conductive to success</td><td>69.8%</td><td>39.4%</td><td>60.0%</td><td>65.6%</td><td>82.0%</td><td>88.0%</td><td>56.5%</td><td>62.2%</td><td>69.6%</td><td>74.0%</td></t<>	My working enviornment (i.e. safety, cleanliness) is conductive to success	69.8%	39.4%	60.0%	65.6%	82.0%	88.0%	56.5%	62.2%	69.6%	74.0%
i am provided adequate work and storage space to prepare for and do my job. 86.4% 97.1% 85.7% 93.8% 94.0% 90.9% 85.7% 87.7% 82.2% 83.4% Wy administrators/supervisors respect the negotiated contracts 86.4% 93.9% 97.1% 90.6% 95.9% 86.5% 85.5% 81.9% 90.8% 92.3% My administrators/supervisors support me in enforcing discipline 45.2% 25.0% 67.6% 45.2% 63.3% 56.0% 50.0% 25.7% 62.2% 67.3% To much instructoral time is spected by my school administrators/supervisors support me in enforcing discipline 45.2% 25.0% 67.6% 45.2% 63.3% 56.0% 50.0% 25.7% 62.8% 67.3% To much instructoral time is spent administrator support me in enforcing discipline 45.2% 71.0% 62.1% 66.3% 50.0% 85.5% 88.5% 94.5% 75.0% 55.6% 60.0% 62.1% 63.3% 50.0% 83.7% 58.6% 46.8% 66.3% 60.0% 71.0% 53.3% 57.7% 59.0% 56.3% 60.0% 60.0% 66.3% 50.0% 77.6% 53.4%	My work performance is evaluated fairly.	65.9%	70.6%	77.1%	78.8%	91.8%	86.3%	88.1%	72.2%	86.7%	89.0%
My administrators/supervisors respect the negotiated contracts 86.4% 93.9% 97.1% 90.6% 95.9% 86.5% 81.9% 90.8% 92.3% My planning time is respected by my school administrators/supervisors support me in enforcing discipline 45.2% 76.5% 77.4% 76.5% 77.7% 76.3% 77.4% 76.5% 77.5% 72.2% 76.3% 82.3% In my school, student misbehavior interferes with learning. 86.0% 82.4% 83.9% 86.0% 86.5% 88.5% 94.5% 75.6% 72.2% Too much instructional time is spent administering assessments. 90.2% 75.0% 71.0% 62.1% 45.2% 63.3% 55.2% 57.7% 59.0% 56.3% 60.0% Increased working development experiences are meaningful and worthwhile 65.1% 40.6% 45.7% 61.3% 44.8% 50.0% 78.7% 77.8% 71.0% 62.1% 43.8% 50.0% 78.7% 77.8% 71.6% 52.3% 65.6% 56.3% 50.0% 52.2% 40.3% 44.3% 44.7% 40.7% I am paid fairly. 43.2% 48.5% 68.6% 56.3% <th< td=""><td>I am provided adequate time during the workday to plan, prepare for and do my job.</td><td>37.2%</td><td>38.2%</td><td>57.1%</td><td>46.9%</td><td>50.0%</td><td>56.7%</td><td>42.6%</td><td>45.8%</td><td>46.7%</td><td>50.9%</td></th<>	I am provided adequate time during the workday to plan, prepare for and do my job.	37.2%	38.2%	57.1%	46.9%	50.0%	56.7%	42.6%	45.8%	46.7%	50.9%
My planning time is respected by my school administrators/supervisors 76.3% 77.4% 76.5% 76.7% 74.5% 77.6% 72.2% 76.3% 82.1% 83.9% In my school, administrators/supervisors support me in enforcing discipline 45.2% 25.0% 67.6% 45.2% 63.3% 56.0% 50.0% 25.7% 62.8% 67.3% In my school, student misbehavior interferes with learning. 80.0% 82.4% 82.4% 83.9% 86.0% 86.5% 85.5% 97.5% 77.6% 77.5% 77.6% 77.5% 77.6% 72.2% 62.8% 67.3% In or much instructional time is spent administering assessments. 90.0% 75.0% 71.0% 62.1% 46.6% 55.1% 46.6% 56.3% 50.0% 78.7% 77.9% 71.6% 70.3% Increased workload has contributed to a decline in my morale. 79.1% 83.3% 67.6% 55.1% 43.8% 50.0% 52.2% 40.3% 44.4% 40.7% 1awe confidence in the leadership exhibited by the HOward County Board of Education. 39.0% 17.6% 78.1% 77.2.3% 65.1% 67.6% 54.8% 67.6% 78.1%	I am provided adequate work and storage space to prepare for and do my job.	86.4%	97.1%	85.7%	93.8%	94.0%	90.9%	85.7%	87.7%	82.8%	83.4%
nm yschool, administrators/supervisors support me in enforcing discipline 45.2% 25.0% 67.6% 45.2% 63.3% 56.0% 50.0% 25.7% 62.8% 67.3% In my school, student misbehavior interferes with learning. 86.0% 82.4% 83.9% 86.0% 86.5% 88.5% 94.5% 75.6% 77.0% 75.0% 71.0% 62.1% 56.3% 55.2% 57.7% 59.0% 56.3% 66.0% 88.5% 88.5% 94.5% 75.6% 72.6% 77.0% 62.1% 56.3% 55.2% 57.7% 59.0% 56.3% 60.0% 38.7% 58.6% 46.3% 66.3% 61.3% 46.0% 50.0% 78.7% 77.9% 71.6% 67.3% 46.3% 67.6% 58.1% 43.8% 50.0% 78.7% 77.9% 71.6% 67.3% 18.2% 93.8% 50.0% 78.7% 77.9% 71.6% 46.3% 18.2% 93.8% 67.6% 58.1% 43.8% 44.7% 40.7% 18.42% 93.8% 67.6% 36.8% 47.0% 59.9% 56.5% 59.8% 62.5% 14.82% 93.8% 90.0% 84.	My administrators/supervisors respect the negotiated contracts	86.4%	93.9%	97.1%	90.6%	95.9%	86.5%	85.5%	81.9%	90.8%	92.3%
In my school, student misbehavior interferes with learning. 86.0% 82.4% 83.9% 86.0% 86.5% 88.5% 94.5% 75.6% 72.7% Too much instructional time is spent administering assessments. 90.2% 75.0% 71.0% 62.1% 56.3% 55.2% 57.7% 59.0% 56.3% 60.0% HCPSS professional development experiences are meaningful and worthwhile 65.1% 40.6% 45.7% 61.3% 44.0% 59.0% 38.7% 58.6% 44.8% 46.3% Increased workload has contributed to a decline in my morale. 79.1% 85.3% 67.6% 58.1% 43.8% 50.0% 72.7% 44.7% 40.7% I am paid fairly. 43.2% 48.5% 68.6% 56.3% 50.0% 52.2% 40.3% 43.7% 42.7% 40.7% 42.7% 41.7% 41.2% 17.6% 18.2% 93.8% 87.5% 77.6% 53.4% 65.7% 59.8% 62.5% I have confidence in the leadership exhibited by the HOVArd County Board of Education 39.0% 17.6% 62.5% 97.0% 84.0% 63.6% 36.8% 64.7% 67.6% 75.6% <	My planning time is respected by my school administrators/supervisors	76.3%	77.4%	76.5%	76.7%	74.5%	77.6%	72.2%	76.3%	82.1%	83.9%
Too much instructional time is spent administering assessments. 90.2% 75.0% 71.0% 62.1% 56.3% 55.2% 57.7% 59.0% 56.3% 60.0% HCPSS professional development experiences are meaningful and worthwhile 65.1% 40.6% 45.7% 61.3% 46.0% 59.0% 38.7% 58.6% 46.8% 46.3% Increased workload has contributed to a decline in my morale. 79.1% 85.3% 67.6% 58.1% 43.8% 50.0% 78.7% 77.9% 71.6% 70.3% I am paid fairly. 43.2% 48.5% 68.6% 56.3% 50.0% 52.2% 40.3% 44.7% 40.7% I have confidence in the leadership exhibited by the HCPSS Superintendent. 44.2% 17.6% 62.5% 97.0% 84.0% 63.6% 36.3% 47.0% 47.7% 59.8% 62.5% I have confidence in the leadership exhibited by the Howard County Board of Education. 39.0% 17.6% 62.5% 97.0% 84.8% 84.7% 95.5% 88.2% 89.9% 16 el that HCPSS offers me the possibility of advancing professionally in the field of education 66.7% 54.8% 67.6% 78.1% 72.3%	In my school, administrators/supervisors support me in enforcing discipline	45.2%	25.0%	67.6%	45.2%	63.3%	56.0%	50.0%	25.7%	62.8%	67.3%
HCPSS professional development experiences are meaningful and worthwhile 65.1% 40.6% 45.7% 61.3% 46.0% 59.0% 38.7% 58.6% 46.8% 46.3% Increased workload has contributed to a decline in my morale. 79.1% 85.3% 67.6% 58.1% 43.8% 50.0% 78.7% 77.9% 71.6% 70.3% I am paid fairly. 43.2% 48.5% 68.6% 56.3% 50.0% 52.2% 40.3% 43.8% 44.7% 40.7% I have confidence in the leadership exhibited by the HOward County Board of Education. 39.0% 17.6% 62.5% 97.0% 84.0% 63.6% 65.7% 68.1% 67.8% 77.6% 53.4% 66.7% 47.7% 48.2% 91.5% 90.0% 84.8% 84.7% 95.5% 88.2% <td< td=""><td>In my school, student misbehavior interferes with learning.</td><td>86.0%</td><td>82.4%</td><td>82.4%</td><td>83.9%</td><td>86.0%</td><td>86.5%</td><td>88.5%</td><td>94.5%</td><td>75.6%</td><td>72.7%</td></td<>	In my school, student misbehavior interferes with learning.	86.0%	82.4%	82.4%	83.9%	86.0%	86.5%	88.5%	94.5%	75.6%	72.7%
Increased workload has contributed to a decline in my morale. 79.1% 85.3% 67.6% 58.1% 43.8% 50.0% 78.7% 77.9% 71.6% 70.3% I am paid fairly. 43.2% 48.5% 68.6% 56.3% 50.0% 52.2% 40.3% 43.8% 44.7% 40.7% I have confidence in the leadership exhibited by the HCPSS Superintendent. 44.2% 17.6% 18.2% 93.8% 87.5% 77.6% 53.4% 65.7% 59.8% 62.5% I have confidence in the leadership exhibited by the HOWard County Board of Education 39.0% 17.6% 62.5% 97.0% 84.0% 63.6% 36.8% 47.0% 47.2% 47.7% I have confidence in the leadership exhibited by the HOward County Board of Education 66.7% 54.8% 67.6% 78.1% 72.3% 68.1% 67.8% 75.6% 88.2% 89.9% 89.9% 16 el that HCPSS offers me the possibility of advancing professionally in the field of education 66.7% 54.8% 67.6% 78.1% 72.6% 76.1% 72.6% 70.4% 69.1% 69.0% 11.1% 10.2% 11.1% 10.2% 11.1% 10.2% 11.1% <	Too much instructional time is spent administering assessments.	90.2%	75.0%	71.0%	62.1%	56.3%	55.2%	57.7%	59.0%	56.3%	60.0%
I am paid fairly. 43.2% 48.5% 68.6% 56.3% 50.0% 52.2% 40.3% 43.8% 44.7% 40.7% I have confidence in the leadership exhibited by the HCPSS Superintendent. 44.2% 17.6% 18.2% 93.8% 87.5% 77.6% 53.4% 65.7% 59.8% 62.5% I have confidence in the leadership exhibited by the Howard County Board of Education. 39.0% 17.6% 62.5% 97.0% 84.0% 63.6% 36.8% 47.0% 47.2% 47.7% I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 90.% 84.8% 94.1% 93.5% 90.0% 84.8% 84.7% 95.5% 88.2% 89.9% I feel that HCPSS offers me the possibility of advancing professionally in the field of education 66.7% 54.8% 67.6% 78.1% 72.3% 68.1% 67.6% 78.1% 72.3% 68.1% 67.6% 78.1% 72.3% 68.1% 67.6% 78.1% 72.3% 68.1% 67.6% 78.1% 72.6% 70.6% 69.1% 69.0% 69.1% 69.0% 69.1% 69.0% 61.0% 61.0% 61.5% 71.6%	HCPSS professional development experiences are meaningful and worthwhile	65.1%	40.6%	45.7%	61.3%	46.0%	59.0%	38.7%	58.6%	46.8%	46.3%
I have confidence in the leadership exhibited by the HCPSS Superintendent. 44.2% 17.6% 18.2% 93.8% 87.5% 77.6% 53.4% 65.7% 59.8% 62.5% I have confidence in the leadership exhibited by the Howard County Board of Education. 39.0% 17.6% 62.5% 97.0% 84.0% 63.6% 36.8% 47.0% 47.2% 47.7% I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 90.9% 84.8% 94.1% 93.5% 90.0% 84.8% 84.7% 95.5% 88.2% 89.9% I feel that HCPSS offers me the possibility of advancing professionally in the field of education 66.7% 54.8% 67.6% 78.1% 77.3% 68.1% 67.8% 76.1% 72.6% 76.1% 69.1%	Increased workload has contributed to a decline in my morale.	79.1%	85.3%	67.6%	58.1%	43.8%	50.0%	78.7%	77.9%	71.6%	70.3%
I have confidence in the leadership exhibited by the Howard County Board of Education. 39.0% 17.6% 62.5% 97.0% 84.0% 63.6% 36.8% 47.0% 47.2% 47.7% I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 90.9% 84.8% 94.1% 93.5% 90.0% 84.8% 84.7% 95.5% 88.2% 89.9% I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 90.9% 84.8% 94.1% 93.5% 90.0% 84.8% 84.7% 95.5% 88.2% 89.9% I have confidence in the leadership exhibited by the Howard County Education 66.7% 54.8% 67.6% 78.1% 72.3% 68.1% 67.8% 76.8% 76.8% 75.6% 75.6% 75.6% 75.6% 75.6% 75.6% 75.6% 76.1% 72.6% 70.4% 69.1% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% 69.0% <td>l am paid fairly.</td> <td>43.2%</td> <td>48.5%</td> <td>68.6%</td> <td>56.3%</td> <td>50.0%</td> <td>52.2%</td> <td>40.3%</td> <td>43.8%</td> <td>44.7%</td> <td>40.7%</td>	l am paid fairly.	43.2%	48.5%	68.6%	56.3%	50.0%	52.2%	40.3%	43.8%	44.7%	40.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).90.9% 84.8% 94.1% 93.5% 90.0% 84.8% 84.7% 95.5% 88.2% 89.9% I feel that HCPSS offers me the possibility of advancing professionally in the field of education 66.7% 54.8% 67.6% 78.1% 72.3% 68.1% 67.8% 76.8% 75.6% </td <td>I have confidence in the leadership exhibited by the HCPSS Superintendent.</td> <td>44.2%</td> <td>17.6%</td> <td>18.2%</td> <td>93.8%</td> <td>87.5%</td> <td>77.6%</td> <td>53.4%</td> <td>65.7%</td> <td></td> <td>62.5%</td>	I have confidence in the leadership exhibited by the HCPSS Superintendent.	44.2%	17.6%	18.2%	93.8%	87.5%	77.6%	53.4%	65.7%		62.5%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education 66.7% 54.8% 67.6% 78.1% 72.3% 68.1% 67.8% 76.8% 75.6% 75.6% 75.0% In my position, I receive appropriate and adequate support and training 70.5% 58.8% 82.9% 84.8% 73.5% 76.1% 72.6% 70.4% 69.1% 69.0% In the last 12 months, I have experienced harassing behavior from colleagues 21.4% 21.9% 8.8% 30.0% 10.6% 15.3% 10.0% 15.5% 11.1% 10.2% In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 18.6% 18.2% 12.1% 32.1% 10.4% 13.4% 8.3% 15.3% 77.9% 6.3% In the last 12 months, I have experienced harassing behavior from parents 44.2% 39.4% 44.1% 43.3% 33.3% 29.8% 28.3% 23.5% 27.9% 22.8% At my school I spend most of my PIP time on non-instructional activities.Implement of the during PIP for teacher-initiated collaboration.Implement of the during PIP for teacher-initiated	I have confidence in the leadership exhibited by the Howard County Board of Education.	39.0%	17.6%	62.5%	97.0%	84.0%	63.6%	36.8%	47.0%	47.2%	47.7%
In my position, I receive appropriate and adequate support and training 70.5% 58.8% 82.9% 84.8% 73.5% 76.1% 72.6% 70.4% 69.1% 69.0% In the last 12 months, I have experienced harassing behavior from colleagues 21.4% 21.9% 8.8% 30.0% 10.6% 15.3% 10.0% 15.5% 11.1% 10.2% In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 18.6% 18.2% 12.1% 32.1% 10.4% 13.4% 8.3% 15.3% 7.8% 6.3% In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 18.6% 18.2% 12.1% 32.1% 10.4% 13.4% 8.3% 15.3% 7.8% 6.3% In the last 12 months, I have experienced harassing behavior from parents 44.2% 39.4% 44.1% 43.3% 33.3% 29.8% 28.3% 23.5% 27.9% 22.8% At my school our administrator includes time during PIP for teacher-initiated collaboration. Image: support for special education students. 91.9% 64.1% 70.0% 70.2% 77.8% 73.7% In my school, I spend too much time in meetings. Image: suppo	I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.9%	84.8%	94.1%	93.5%	90.0%	84.8%	84.7%	95.5%	88.2%	89.9%
In the last 12 months, I have experienced harassing behavior from colleagues 21.4% 21.9% 8.8% 30.0% 10.6% 15.3% 10.0% 15.5% 11.1% 10.2% In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 18.6% 18.2% 12.1% 32.1% 10.4% 13.4% 8.3% 15.3% 7.8% 6.3% In the last 12 months, I have experienced harassing behavior from parents 44.2% 39.4% 44.1% 43.3% 33.3% 29.8% 28.3% 23.5% 27.9% 22.8% At my school I spend most of my PIP time on non-instructional activities. At my school our administrator includes time during PIP for teacher-initiated collaboration. In my school, I spend too much time in meetings. In the last 44 34 35 33 50 out of 78 67 out of 79 63 out of 82 74 out of 89 74 74 74 74 74 74 74 74	I feel that HCPSS offers me the possibility of advancing professionally in the field of education	66.7%	54.8%	67.6%	78.1%	72.3%	68.1%	67.8%	76.8%	75.6%	75.0%
In the last 12 months, I have experienced harassing behavior from parents In the last 12 months, I have experienced harassing behavior from parents In the last 12 months, I have experienced harassing behavior from parents At my school I spend most of my PIP time on non-instructional activities. At my school our administrator includes time during PIP for teacher-initiated collaboration. In my school, I spend too much time in meetings. In my school, I spend too much time in meetings. In my school, I spend too much time in meetings. Participants Principal Principal	In my position, I receive appropriate and adequate support and training	70.5%	58.8%	82.9%	84.8%	73.5%	76.1%	72.6%	70.4%	69.1%	69.0%
In the last 12 months, I have experienced harassing behavior from parents44.2%39.4%44.1%43.3%33.3%29.8%28.3%23.5%27.9%22.8%At my school I spend most of my PIP time on non-instructional activities.44.4%19.4%41.7%48.1%34.8%33.5%At my school our administrator includes time during PIP for teacher-initiated collaboration.91.9%64.1%70.0%70.2%77.8%73.7%In my school, I spend too much time in meetings.40.3%25.9%30.8%40.7%41.4%In my school, there is adequate support for special education students.37.3%33.9%36.9%39.7%33.8%Participants4434353350 out of 7867 out of 7963 out of 8274 out of 89Principal888888	In the last 12 months, I have experienced harassing behavior from colleagues	21.4%	21.9%	8.8%	30.0%	10.6%	15.3%	10.0%	15.5%	11.1%	10.2%
At my school I spend most of my PIP time on non-instructional activities. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructional activities in the during PIP for teacher-initiated collaboration. Image: constructines in the during PIP for teacher-initiated collaborati	In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	18.6%	18.2%	12.1%	32.1%	10.4%	13.4%	8.3%	15.3%	7.8%	6.3%
At my school our administrator includes time during PIP for teacher-initiated collaboration. In my school, I spend too much time in meetings. In my school, I spend too much time in meetings. In my school, there is adequate support for special education students. In my school, there is adequate support for special education students. In my school, there is adequate support for special education students. In my school, there is adequate support for special education students. In my school, there is adequate support for special education students. In my school, there is adequate support for special education students. In my school, there is adequate support for special education students. In my school, there is a dequate support for special education students. In my school, there is a dequate support for special education students. In my school, there is a dequate support for special education students. In my school, there is a dequate support for special education students. In my school, there is a dequate support for special education students. In my school, there is a dequate support for special education students. In my school, there is a dequate support for special education students. In my school, there is a dequate support for special education students. In my school, there is a dequate support for special education students. In the school s	In the last 12 months, I have experienced harassing behavior from parents	44.2%	39.4%	44.1%	43.3%	33.3%	29.8%	28.3%	23.5%	27.9%	22.8%
In my school, I spend too much time in meetings. In my school, I spend too much time in meetings. 40.3% 25.9% 30.8% 40.7% 41.4% In my school, there is adequate support for special education students. Immu school, there is adequate support for special education students. Immu school 37.3% 33.9% 36.9% 39.7% 33.8% Participants 44 34 35 33 50 out of 78 67 out of 79 63 out of 82 74 out of 89 Principal Immu school Immu school Immu school 38 </td <td>At my school I spend most of my PIP time on non-instructional activities.</td> <td></td> <td></td> <td></td> <td></td> <td>44.4%</td> <td>19.4%</td> <td>41.7%</td> <td>48.1%</td> <td>34.8%</td> <td>33.5%</td>	At my school I spend most of my PIP time on non-instructional activities.					44.4%	19.4%	41.7%	48.1%	34.8%	33.5%
In my school, there is adequate support for special education students. Participants 44 34 35 33 50 out of 78 67 out of 79 63 out of 82 74 out of 89 Principal Principal	At my school our administrator includes time during PIP for teacher-initiated collaboration.					91.9%	64.1%	70.0%	70.2%	77.8%	73.7%
Participants 44 34 35 33 50 out of 78 67 out of 79 63 out of 82 74 out of 89 Principal	In my school, I spend too much time in meetings.						40.3%	25.9%	30.8%	40.7%	41.4%
Principal + + + + + + + + + + + + + + + + + + +	In my school, there is adequate support for special education students.						37.3%	33.9%	36.9%	39.7%	33.8%
	Participants	5 44	34	35	33	50 out of 78	67 out of 79	63 out of 82	74 out of 89	_	
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