## 2023-2024 HCEA Job Satisfaction Survey Trend Report

Overall- HS All			·						T	T		
New Part   Second	Hammond HS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	23-24	23-24
Overall, meritar at my school/worksite is good.  19. 64.09   95.49   95.89   9												
Personality feet Juccessful in my work   63.0%   63.1%   93.1%   93.1%   87.1%   84.6%   99.9%   63.7%   91.2%   83.0%   82.2%   84.	Overall, morale at my school/worksite is good.	95.4%	91.1%	98.3%	96.8%	80.4%	82.0%	37.4%	82.4%	46.6%		
Feel movelet in decision-making at my school/worksite.   96.7%   72.7%   82.5%   72.9%   86.2%   62.9%   94.0%   96.6%   93.9%   85.9%   86.2%   1.0%   96.6%   93.9%   96.6%   93.9%   96.6%   93.9%   96.6%   93.9%   96.6%   93.9%   96.6%   93.9%   96.6%   93.9%   96.6%   93.9%   96.6%   93.9%   96.6%   93.9%   96.6	There is an atmosphere of open communication and trust in my school/worksite.	92.0%	89.9%	96.5%	93.4%	93.3%	77.5%	71.1%	78.0%	54.2%	70.9%	71.4%
Yeart to be involved in decision making at my school/worksize.   90.7%   93.9%   93.0%   95.0%   93.8%   83.5%   83.8%   82.0%   82.0%   82.0%   83.	I personally feel successful in my work.	83.0%	83.1%	93.1%	87.1%	84.4%	90.9%	63.7%	91.2%	83.6%	82.2%	84.2%
In my school/worksite, I can speak openly about important issues without fear of repercussions   9.2 m,   8.4 m,   8.79 m,   87.1 m,   8.4 m,   8.79 m,   87.1 m,   8.4 m,   8.79 m,   8.71 m,   8.4 m,   8.70	I feel involved in decision-making at my school/worksite.	66.7%	72.7%	82.5%	72.9%	68.2%	62.9%	54.0%	56.2%	40.6%	55.5%	61.5%
In myschool/worksite, I am treated as a professional Page 18 (19 1) 19 (19 1	I want to be involved in decision-making at my school/worksite.	90.7%	93.4%	93.0%	96.6%	93.3%	85.3%	83.5%	87.8%	82.6%	83.7%	87.6%
There is good teamwork among staff in my school/worksite.    93.25   92.48   96.06   93.59   83.99   65.28   88.99   69.99   69.99   57.69   80.06   76.06   76.00   77.28   7	In my school/worksite, I can speak openly about important issues without fear of repercussions	92.0%	84.4%	87.9%	87.1%	84.8%	83.9%	77.5%	71.4%	63.0%	73.5%	74.2%
Non-instructional duries are assigned on an equitable basis in my school/worksite    \$2.05   78.05   78.05   67.05   89.95   69.95   57.65   80.65   77.25   78.05   79.05   7	In my school/worksite, I am treated as a professional	92.0%	86.1%	96.6%	96.8%	97.8%	87.5%	87.9%	84.6%	76.7%	87.0%	87.2%
My work performance (is. safety, cleanliness) is conductive to success    72,7%   79,7%   82,5%   64,5%   69,6%   69,6%   69,6%   69,6%   68,6%   72,4%   64,6%   71,1%   73,0%   75,0%   75,4%   66,7%   75,4%   66,7%   68,7%   88,5%   75,4%   86,7%   88,5%   75,4%   86,7%   88,5%   75,5	There is good teamwork among staff in my school/worksite.	93.2%	92.4%	96.6%	93.5%	88.9%	85.2%	88.9%	86.8%	86.1%	82.5%	83.0%
My work performance is evaluated fairly.  87.5% 88.5% 75.6% 86.7% 84.1% 87.6% 88.6% 92.1% 84.5% 86.4% 88.8% 1 am provided adequate two morking the workday to plan, prepare for and do my job.  87.7% 44.7% 45.5% 56.7% 51.2% 41.8% 40.0% 44.2% 31.3% 51.2% 55.0% 88.8% 1 am provided adequate work and storage space to prepare for and do my job.  87.7% 75.3% 75.3% 78.5% 88.6% 69.3% 55.0% 70.3% 84.4% 90.3% 85.5% 88.8% 1 85.0% 93.3% 1 80.0% 70.3% 93.4% 90.3% 90.3% 90.0% 98.4% 100.0% 93.2% 993.3% 93.4% 87.5% 95.0% 93.3% 1 80.0% 10.0% 93.2% 993.3% 93.4% 87.5% 95.0% 1 my school, administrators/supervisors respect the negotiated contracts  88.2% 88.5% 88.5% 88.5% 88.5% 1 89.2% 99.3% 93.3% 93.3% 90.3% 90.0% 98.4% 100.0% 93.2% 993.3% 93.3% 90.03% 96.5% 98.4% 10.0% 93.2% 993.3% 90.0% 93.3% 1 80.0% 10.0% 1 80.3% 90.0% 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Non-instructional duties are assigned on an equitable basis in my school/worksite	82.6%	78.9%	77.2%	72.4%	78.6%	67.0%	89.9%	69.9%	57.6%	80.6%	76.6%
am provided adequate time during the workday to plan, prepare for and do my job.  37.9% 44.7% 45.5% 56.7% 51.2% 41.8% 44.0% 44.2% 31.3% 51.2% 55.0% am provided adequate work and storage space to prepare for and do my job.  77.3% 75.3% 78.9% 83.6% 69.8% 55.0% 70.8% 84.4% 90.3% 85.5% 82.8% My administrators/supervisors spect the negotiated contracts  97.7% 100.0% 96.6% 98.4% 100.0% 93.2% 93.3% 93.4% 87.5% 55.0% 95.0% 93.2% 93.3% 93.4% 87.5% 65.0% 98.4% 100.0% 96.6% 98.4% 100.0% 93.2% 93.3% 93.4% 87.5% 65.0% 95.0%	My working enviornment (i.e. safety, cleanliness) is conductive to success	72.7%	79.7%	82.5%	64.5%	69.6%	49.4%	41.6%	71.4%	64.4%	71.1%	73.6%
am provided adequate work and storage space to prepare for and do my job.	My work performance is evaluated fairly.	87.5%	88.5%	75.4%	86.7%	84.1%	87.6%	88.6%	92.1%	84.5%	86.4%	88.8%
My planning time is respected by my school administrators/supervisors respect the negotiated contracts  97.7% 100.0% 96.6% 98.4% 100.0% 93.2% 93.3% 93.4% 87.5% 95.0% 93.2% My planning time is respected by my school administrators/supervisors  82.1% 81.8% 84.0% 81.1% 92.1% 71.9% 92.2% 80.3% 60.3% 86.8% 87.0% In my school, student misbehavior interferes with learning.  80.2% 92.9% 88.5% 79.7% 79.5% 68.1% 80.0% 69.4% 79.5% 67.3% 47.1% 53.3% 60.4% 74.2% 60.0% 10.0% 69.4% 79.5% 67.3% 47.1% 53.3% 60.4% 67.8% 67.5% 66.1% 69.0% 59.5% 75.0% 47.4% 53.3% 60.4% 67.8% 67	I am provided adequate time during the workday to plan, prepare for and do my job.	37.9%	44.7%	45.5%	56.7%	51.2%	41.8%	44.0%	44.2%	31.3%	51.2%	55.0%
My planning time is respected by my school administrators/supervisors  82.1%  81.7%  81.1%  81.7%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  70.6%  80.9%  7	I am provided adequate work and storage space to prepare for and do my job.	77.3%	75.3%	78.9%	83.6%	69.8%	55.0%	70.8%	84.4%	90.3%	85.5%	82.8%
In my school, administrators/supervisors support me in enforcing discipline  81.7% 80.8% 79.6% 69.1% 69.0% 59.5% 75.0% 87.3% 47.1% 57.8% 68.5% in my school, student misbehavior interferes with learning.  80.2% 89.5% 79.7% 79.5% 83.1% 80.0% 69.4% 79.5% 67.8% 74.2% 70.0% 67.8% 74.2% 70.0% 70.0% 79.5% 70.0% 79.5% 70.0% 79.5% 70.0% 79.5% 70.0% 79.5% 70.0% 79.5% 70.0% 79.5% 70.0%	My administrators/supervisors respect the negotiated contracts	97.7%	100.0%	96.6%	98.4%	100.0%	93.2%	93.3%	93.4%	87.5%	95.0%	93.2%
In my school, student misbehavior interferes with learning.  80.2% 82.9% 89.5% 79.7% 79.5% 83.1% 80.0% 69.4% 79.5% 67.8% 74.2% 70.00 much instructional time is spent administering assessments.  79.5% 78.3% 90.2% 86.8% 85.0% 73.8% 50.7% 47.4% 53.3% 60.4% 65.4% 16.4% 53.3% 60.4% 65.4% 16.4% 53.3% 60.4% 65.4% 16.4% 59.5% 67.6% 66.1% 57.4% 59.1% 60.6% 70.9% 69.0% 78.8% 33.2% 45.4% 16.4% 59.1% 60.6% 70.9% 69.0% 78.8% 33.4% 79.5% 16.4% 59.1% 60.6% 70.9% 69.0% 78.8% 33.4% 79.5% 16.4% 59.1% 60.6% 70.9% 69.0% 78.8% 33.4% 79.5% 16.4% 59.1% 60.6% 70.9% 69.0% 78.8% 33.3% 70.7% 16.4% 67.5% 67.6% 66.1% 57.4% 59.1% 60.6% 70.9% 69.0% 78.8% 33.3% 70.7% 16.4% 67.5% 67.6% 66.1% 57.4% 59.1% 60.6% 70.9% 69.0% 78.8% 33.3% 70.7% 16.4% 67.5% 67.6% 66.1% 57.4% 59.1% 60.6% 70.9% 69.0% 78.8% 33.3% 70.7% 16.4% 67.5% 67.6% 66.1% 57.4% 59.1% 60.6% 70.9% 69.0% 78.8% 33.3% 70.7% 16.4% 67.5% 67.6% 66.1% 57.4% 59.1% 60.6% 70.9% 69.0% 78.8% 33.3% 70.7% 16.4% 67.5% 67.6% 66.1% 57.4% 59.1% 60.6% 70.9% 69.0% 78.8% 33.3% 70.7% 16.4% 67.5% 67.6% 66.1% 57.4% 59.1% 60.6% 70.9% 69.0% 78.8% 33.4% 79.5% 16.4% 67.4% 77.4% 67.6% 67.5	My planning time is respected by my school administrators/supervisors	82.1%	81.8%	84.0%	81.1%	92.1%	71.9%	92.2%	80.3%	60.3%	86.8%	87.0%
Too much instructional time is spent administering assessments.  79.57 78.3% 90.2% 86.8% 85.0% 73.8% 50.7% 47.4% 53.3% 60.4% 65.4% HCPSs professional development experiences are meaningful and worthwhile 38.8% 39.5% 29.6% 36.8% 44.4% 34.8% 27.9% 32.2% 34.8% 34.2% 45.4% increased workload has contributed to a decline in my morale.  57.1% 67.6% 66.1% 57.4% 59.1% 60.6% 70.9% 69.0% 78.8% 34.2% 45.4% in a map aid fairly.  48.3% 35.4% 58.6% 53.2% 53.3% 48.8% 27.5% 41.8% 32.4% 40.7% 41.4% in a map aid fairly.  48.3% 35.4% 58.6% 53.2% 53.3% 48.8% 27.5% 41.8% 32.4% 40.7% 41.4% in a map aid fairly.  48.3% 35.4% 58.6% 53.2% 53.3% 48.8% 27.5% 41.8% 32.4% 40.7% 41.4% in a map aid fairly.  48.3% 35.4% 58.6% 53.2% 53.3% 48.8% 27.5% 41.8% 32.4% 40.7% 41.4% in a map aid fairly.  48.3% 35.4% 58.6% 53.2% 53.3% 48.8% 27.5% 41.8% 32.4% 40.7% 41.4% in a map aid fairly.  48.3% 35.4% 58.6% 53.2% 53.3% 48.8% 27.5% 41.8% 32.4% 40.7% 41.4% 23.6% 52.4% 41.8% 32.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 10.4% 40.7% 41.4% 40.7% 41.4% 40.7% 41.4% 40.7% 41.4% 40.7% 41.4% 40.7% 41.4% 40.4% 40.7% 41.4% 40.4% 41.	In my school, administrators/supervisors support me in enforcing discipline	81.7%	80.8%	79.6%	69.1%	69.0%	59.5%	75.0%	87.3%	47.1%	57.8%	68.5%
HCPSS professional development experiences are meaningful and worthwhile  38.88 39.5% 29.6% 36.8% 44.4% 34.8% 27.9% 32.2% 34.8% 34.2% 45.4% Increased workload has contributed to a decline in my morale.  57.1% 67.6% 66.1% 57.4% 59.1% 60.6% 70.9% 69.0% 78.8% 73.3% 70.7% 1 am paid fairly.  1 am paid fairly.  48.38 35.4% 58.6% 53.2% 53.3% 48.8% 27.5% 41.8% 32.4% 40.7% 41.4% 1 am paid fairly.  1 have confidence in the leadership exhibited by the HCPSS Superintendent.  53.0% 23.4% 12.3% 96.7% 91.3% 74.1% 23.6% 52.4% 27.7% 1 a.2% 69.2% 1 a.2%	In my school, student misbehavior interferes with learning.	80.2%	82.9%	89.5%	79.7%	79.5%	83.1%	80.0%	69.4%	79.5%	67.8%	74.2%
Increased workload has contributed to a decline in my morale.    57.1%   67.6%   66.1%   57.4%   59.1%   60.6%   70.9%   69.0%   78.8%   73.3%   70.7%     1 am paid fairly.   48.3%   35.4%   58.6%   53.2%   53.3%   48.8%   27.5%   41.8%   32.4%   40.7%   41.4%     1 have confidence in the leadership exhibited by the Howard County Board of Education.   42.0%   26.3%   78.9%   83.6%   89.1%   56.1%   11.0%   34.5%   13.2%   18.9%   27.5%     1 have confidence in the leadership exhibited by the Howard County Board of Education.   42.0%   26.3%   78.9%   83.6%   89.1%   56.1%   11.0%   34.5%   13.2%   18.9%   27.5%     1 have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).   89.2%   90.7%   98.2%   95.1%   91.3%   89.7%   84.4%   96.5%   92.9%   86.2%   87.9%     1 feel that HCPSS offers me the possibility of advancing professionally in the field of education   69.4%   65.4%   75.4%   71.7%   63.6%   70.4%   62.8%   74.7%   71.8%   68.5%   72.9%     1 in the last 12 months, I have experienced harassing behavior from colleagues   61.1%   8.5%   5.6%   3.6%   9.9%   11.2%   3.3%   4.5%   11.1%   90.9%   11.6%     1 in the last 12 months, I have experienced harassing behavior from parents   30.5%   26.0%   30.9%   39.0%   31.1%   25.8%   24.7%   27.6%   30.9%   27.3%   27.5%     1 in the last 12 months, I have experienced harassing behavior from parents   30.5%   26.0%   30.9%   39.0%   31.1%   25.8%   24.7%   27.6%   30.9%   27.3%   27.5%     1 in the last 12 months, I have experienced harassing behavior from parents   30.5%   26.0%   30.9%   39.0%   31.1%   25.8%   24.7%   27.6%   30.9%   27.3%   27.5%     2 in the last 12 months, I have experienced harassing behavior from parents   30.5%   26.0%   30.9%   39.0%   31.1%   25.8%   24.7%   27.6%   30.9%   27.3%   27.5%     3 in the last 12 months, I have experienced harassing behavior from parents   30.5%   26.0%   30.9%   39.0%   31.1%   25.8%   24.7%   27.6%   30.9%   27.3%   27.5%     3 in the last 12 months, I have experienced h	Too much instructional time is spent administering assessments.	79.5%	78.3%	90.2%	86.8%	85.0%	73.8%	50.7%	47.4%	53.3%	60.4%	65.4%
I am paid fairly.  48.3% 35.4% 58.6% 53.2% 53.3% 48.8% 27.5% 41.8% 32.4% 40.7% 41.4% 11.4%	HCPSS professional development experiences are meaningful and worthwhile	38.8%	39.5%	29.6%	36.8%	44.4%	34.8%	27.9%	32.2%	34.8%	34.2%	45.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.  53.0% 23.4% 12.3% 96.7% 91.3% 74.1% 23.6% 52.4% 27.7% 29.4% 37.7% 14.2% 26.3% 78.9% 83.6% 89.1% 56.1% 11.0% 34.5% 13.2% 18.9% 25.3% 14.2% 26.3% 78.9% 83.6% 89.1% 56.1% 11.0% 34.5% 13.2% 18.9% 25.3% 14.2% 26.3% 78.9% 83.6% 89.1% 56.1% 11.0% 34.5% 13.2% 18.9% 25.3% 14.2% 26.3% 78.9% 14.2% 26.3% 78.9% 83.6% 89.1% 56.1% 11.0% 34.5% 13.2% 18.9% 25.3% 14.2% 26.3% 78.9% 14.2% 26.3% 78.9% 14.2% 26.3% 78.9% 14.2% 26.3% 78.9% 14.2% 26.3% 78.9% 14.2% 26.3% 26	Increased workload has contributed to a decline in my morale.	57.1%	67.6%	66.1%	57.4%	59.1%	60.6%	70.9%	69.0%	78.8%	73.3%	70.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.  42.0% 26.3% 78.9% 83.6% 89.1% 56.1% 11.0% 34.5% 13.2% 18.9% 25.3% 14 have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).  89.2% 90.7% 98.2% 95.1% 91.3% 89.7% 84.4% 96.5% 92.9% 86.2% 87.9% 16 ed that HCPS5 offers me the possibility of advancing professionally in the field of education 69.4% 65.4% 75.4% 71.7% 63.6% 70.4% 62.8% 74.7% 71.8% 68.5% 72.9% 16 mm may position, I receive appropriate and adequate support and training 75.0% 75.3% 75.4% 75.4% 71.1% 71.2% 67.8% 67.4% 71.6% 68.4% 71.1% 16 the last 12 months, I have experienced harassing behavior from colleagues 6.1% 8.5% 5.6% 3.6% 9.8% 11.2% 3.3% 4.5% 11.1% 9.0% 10.6% 16 the last 12 months, I have experienced harassing behavior from administrators/supervisors.  7.3% 2.8% 5.5% 1.9% 2.4% 5.8% 4.4% 3.3% 17.4% 5.5% 6.4% In the last 12 months, I have experienced harassing behavior from parents  30.5% 26.0% 30.9% 39.0% 31.1% 25.8% 24.7% 27.6% 30.9% 27.3% 21.7% At my school I spend most of my PIP time on non-instructional activities.  4. my school I spend most of my PIP time on non-instructional activities.  4. my school, I spend too much time in meetings.  1. my school, I spend too much time in meetings.  1. my school, I spend too much time in meetings.  1. my school, I spend too much time in meetings.  1. my school, I spend too much time in meetings.  1. my school, I spend too much time in meetings.  2. my school spend too much time in meetings.  3. my school spend too much time in meetings.  3. my school spend too much time in meetings.  3. my school spend too much time in meetings.  4. my school spend too much time in meetings.  4. my school of 157 89 out of 154 91 out of 138 91 out of 145 74 out of 129 82 00 to 154 91 out of 145 74 out of 129 82 00 to 154 91 out of 145 74 out of 129 82 00 to 154 91 out of 145 74 out of 129 82 00 to 154 91 out of 145 74 out of 129 82 00 to 154 91 out of 145 74 out of 129 82 00 to 154 91 out of 145 74 out o	I am paid fairly.	48.3%	35.4%	58.6%	53.2%	53.3%	48.8%	27.5%	41.8%	32.4%	40.7%	41.4%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).  89.2% 90.7% 98.2% 95.1% 91.3% 89.7% 84.4% 96.5% 92.9% 86.2% 87.9% 1feel that HCPSS offers me the possibility of advancing professionally in the field of education 69.4% 65.4% 75.4% 71.7% 63.6% 70.4% 62.8% 74.7% 71.8% 68.5% 72.9% In my position, I receive appropriate and adequate support and training 75.0% 75.3% 75.4% 75.4% 71.1% 71.2% 67.8% 67.4% 71.6% 68.4% 71.1% in the last 12 months, I have experienced harassing behavior from colleagues 6.1% 8.5% 5.6% 3.6% 9.8% 11.2% 3.3% 4.5% 11.1% 9.0% 10.6% In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 7.3% 2.8% 5.5% 1.9% 2.4% 5.8% 4.4% 3.3% 17.4% 5.5% 6.4% In the last 12 months, I have experienced harassing behavior from parents 7.3% 2.60% 30.9% 31.1% 25.8% 24.7% 27.6% 30.9% 27.3% 21.7% At my school I spend most of my PIP time on non-instructional activities. 75.0% 48.3% 34.0% 29.9% 61.1% 58.2% 40.1% 31.7% At my school our administrator includes time during PIP for teacher-initiated collaboration. 75.0% 48.3% 75.0% 45.2% 41.5% 55.9% 75.5% In my school, I spend too much time in meetings. 75.0% 48.3% 75.0% 48.3% 31.0% 91.0%	I have confidence in the leadership exhibited by the HCPSS Superintendent.	53.0%	23.4%	12.3%	96.7%	91.3%	74.1%	23.6%	52.4%	27.7%	29.4%	37.7%
If feel that HCPSs offers me the possibility of advancing professionally in the field of education 69.4% 65.4% 75.4% 71.7% 63.6% 70.4% 62.8% 74.7% 71.8% 68.5% 72.9% In my position, I receive appropriate and adequate support and training 75.0% 75.3% 75.4% 75.4% 71.1% 71.2% 67.8% 67.4% 71.6% 68.4% 71.1% In the last 12 months, I have experienced harassing behavior from colleagues 61.1% 8.5% 5.6% 3.6% 9.8% 11.2% 3.3% 4.5% 11.1% 9.0% 10.6% In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 7.3% 2.8% 5.5% 1.9% 2.4% 5.8% 4.4% 3.3% 17.4% 5.5% 6.4% In the last 12 months, I have experienced harassing behavior from parents 30.5% 26.0% 30.9% 31.1% 25.8% 24.7% 27.6% 30.9% 27.3% 21.7% At my school I spend most of my PIP time on non-instructional activities. 58.2% 40.1% 31.4% 46.2% 40.1% 31.4% 46.2% 54.0% 32.1% 37.5% In my school, I spend too much time in meetings. 31.4% 13.4% 46.2% 54.0% 32.1% 37.5% In my school, I spend too much time in meetings. 31.4% 13.4% 46.2% 54.0% 32.1% 37.5% In my school, there is adequate support for special education students. 99.5% 62.47 out of 157 89 out of 154 91 out of 138 91 out of 145 74 out of 129 Principal Principa	I have confidence in the leadership exhibited by the Howard County Board of Education.	42.0%	26.3%	78.9%	83.6%	89.1%	56.1%	11.0%	34.5%	13.2%	18.9%	25.3%
In my position, I receive appropriate and adequate support and training  75.0% 75.3% 75.4% 75.4% 75.4% 71.1% 71.2% 67.8% 67.4% 71.6% 68.4% 71.1% 1.1% 1.1% 1.1% 1.1% 1.1% 1.1% 1.	I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.2%	90.7%	98.2%	95.1%	91.3%	89.7%	84.4%	96.5%	92.9%	86.2%	87.9%
In the last 12 months, I have experienced harassing behavior from colleagues 6.1% 8.5% 5.6% 3.6% 9.8% 11.2% 3.3% 4.5% 11.1% 9.0% 10.6% In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 7.3% 2.8% 5.5% 1.9% 2.4% 5.8% 4.4% 3.3% 17.4% 5.5% 6.4% In the last 12 months, I have experienced harassing behavior from parents 30.5% 26.0% 30.9% 39.0% 31.1% 25.8% 24.7% 27.6% 30.9% 27.3% 21.7% At my school I spend most of my PIP time on non-instructional activities. 4 my school our administrator includes time during PIP for teacher-initiated collaboration. 5 my school, I spend too much time in meetings. 5 my school, I spend too much time in meetings. 6 my school, there is adequate support for special education students. 7 my school, there is adequate support for special education students. 8 my school, there is adequate support for special education students. 8 my school or administrator includes time during PIP for teacher-initiated collaboration. 8 my school, I spend too much time in meetings. 9 my school, there is adequate support for special education students. 9 my school, there is adequate support for special education students. 9 my school, there is adequate support for special education students. 9 my school, there is a dequate support for special education students. 9 my school, there is a dequate support for special education students. 9 my school our dot 157 89 out of 154 91 out of 138 91 out of 145 74 out of 129 Principal	I feel that HCPSS offers me the possibility of advancing professionally in the field of education	69.4%	65.4%	75.4%	71.7%	63.6%	70.4%	62.8%	74.7%	71.8%	68.5%	72.9%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.  7.3% 2.8% 5.5% 1.9% 2.4% 5.8% 4.4% 3.3% 17.4% 5.5% 6.4% In the last 12 months, I have experienced harassing behavior from parents 30.5% 26.0% 30.9% 39.0% 31.1% 25.8% 24.7% 27.6% 30.9% 27.3% 21.7% At my school I spend most of my PIP time on non-instructional activities.  At my school or 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.  Participants 88 79 58 62 47 out of 157 89 out of 154 91 out of 138 91 out of 145 74 out of 129 Principal	In my position, I receive appropriate and adequate support and training	75.0%	75.3%	75.4%	75.4%	71.1%	71.2%	67.8%	67.4%	71.6%	68.4%	71.1%
In the last 12 months, I have experienced harassing behavior from parents  30.5% 26.0% 30.9% 39.0% 31.1% 25.8% 24.7% 27.6% 30.9% 27.3% 21.7% 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.  At my school, I spend too much time in meetings.  In my school, I spend too much time in meetings.  Participants 88 79 58 62 47 out of 157 89 out of 154 91 out of 138 91 out of 145 74 out of 129 Principal	In the last 12 months, I have experienced harassing behavior from colleagues	6.1%	8.5%	5.6%	3.6%	9.8%	11.2%	3.3%	4.5%	11.1%	9.0%	10.6%
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.  At my school, I spend too much time in meetings.  In my school, there is adequate support for special education students.  Participants 88 79 58 62 47 out of 157 89 out of 154 91 out of 138 91 out of 145 74 out of 129 Principal	In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.3%	2.8%	5.5%	1.9%	2.4%	5.8%	4.4%	3.3%	17.4%	5.5%	6.4%
At my school our administrator includes time during PIP for teacher-initiated collaboration.    T5.0%	In the last 12 months, I have experienced harassing behavior from parents	30.5%	26.0%	30.9%	39.0%	31.1%	25.8%	24.7%	27.6%	30.9%	27.3%	21.7%
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.  Participants 88 79 58 62 47 out of 157 89 out of 154 91 out of 138 91 out of 145 74 out of 129  Principal  Princi	At my school I spend most of my PIP time on non-instructional activities.					58.3%	34.0%	29.9%	61.1%	58.2%	40.1%	31.7%
In my school, there is adequate support for special education students.  Participants 88 79 58 62 47 out of 157 89 out of 154 91 out of 138 91 out of 145 74 out of 129  Principal  Princip	At my school our administrator includes time during PIP for teacher-initiated collaboration.					75.0%	48.3%	75.0%	45.2%	41.5%	55.9%	75.5%
Participants 88 79 58 62 47 out of 157 89 out of 154 91 out of 138 91 out of 145 74 out of 129  Principal  Pri	In my school, I spend too much time in meetings.						31.4%	13.4%	46.2%	54.0%	32.1%	37.5%
Principal Pure Para Para Para Para Para Para Para Pa	In my school, there is adequate support for special education students.						43.8%	42.9%	58.1%	50.7%	48.3%	31.0%
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