2023-2024 HCEA Job Satisfaction Survey Trend Report

Three is an atmosphere of open communication and trust in my school/worksite. 10000% 96.1 kl 67.8 kl 57.8 kl 54.2 kl 74.3 kl 71.4 kl i personally feel successful in my work. 10000 kl 88.4 kl 72.6 kl 65.5 kl 77.4 kl 55.0 kl 77.4 kl 55.0 kl 77.4 kl 55.0 kl 77.4 kl 55.0 kl 77.4 kl 65.0 kl 74.5 kl 72.5 kl 7	Hanover Hills ES	18-19	19-20	21-22	22-23	23-24	23-24	23-24
There is an atmosphere of open communication and trust in my school/worksite. 100.0% 86.1% 67.8% 67.8% 54.2% 74.3% 78.9% 88.6% 79.7% 78.9% 88.6% 82.4% 79.7% 78.9% 88.6% 82.4% 79.7% 78.9% 86.6% 80.2% 61.5% 61.5% 61.9% 61.9% 61.9% 61.9% 61.9% 61.9% 61.9% 88.4% 91.4% 93.0% 87.0% 89.9% 87.0% 89.9% 87.0% 89.9% 87.0% 89.9% 87.0% 89.9% 87.0% 89.9% 87.0% 89.9% 87.0% 89.9% 87.0% 89.9% 87.0% 89.9% 87.0% 89.9% 87.0% 89.9% 87.0% 89.9% 87.0% 89.7% 72.9% 74.2% 89.7% 72.9% 74.2% 89.7% 72.9% 74.6% 80.0% 77.4% 72.9% 84.6% 80.0% 77.4% 72.9% 84.6% 80.0% 77.4% 75.9% 71.4% 56.0% 77.4% 72.9% 84.6% 80.0% 77.4% 72.9% 84.5% 80.5% 81.8% 72.3% 72.9%							Overall-ES	
ippersonally feel successful may work 100.0% 88.4% 74.6% 79.7% 78.9% 85.6% 94.7% feel involved in decision-making at my school/worksite. 100.0% 78.8% 66.4% 70.2% 65.3% 66.4% 61.5% in my school/worksite. 100.0% 88.4% 71.46% 77.5% 72.9% 75.7% 77.2% 75.7% 72.9% 75.7% 72.9% 75.7% 72.9% 75.7% 72.9% 75.7% 72.9% 84.0% 83.0% 73.5% 77.2% 84.0% 83.0% 73.5% 77.4% 75.7% 72.9% 84.0% 83.0% 73.5% 77.4% 75.7% 72.9% 84.0% 83.0% 73.5% 77.4% 75.5% 77.4% 75.5% 77.4% 75.5% 77.4% 75.5% 77.4% 75.5% 77.4% 75.5% 77.4% 75.5% 77.4% 75.5% 77.4% 75.5% 77.4% 75.5% 77.4% 75.5% 77.4% 75.5% 77.4% 75.5% 77.4% 75.5% 77.5% 72.9% 84.0% 83.0% 73.5% 77.4% 75.5% 77.5% 72.5%	Overall, morale at my school/worksite is good.	100.0%	94.2%	47.5%	71.2%	49.2%	69.9%	<mark>68.0%</mark>
The linvolved in decision-making at my school/worksite. 100.0% 78.8% 66.4% 70.2% 65.5% 65.4% 61.3% ivant to be involved in decision-making at my school/worksite. 100.0% 84.4% 91.4% 92.0% 87.0% 89.9% 87.0% in my school/worksite. La mapea doepnit about important issues without fear of repercussions 100.0% 94.1% 94.8% 81.1% 88.5% 87.3% 77.2% 75.7% 74.2% 84.6% 83.0% 81.4% 88.5% 67.3% 83.5% 81.4% 88.5% 67.3% 83.5% 72.3% 84.6% 73.0% 75.9% 71.4% 56.0% 77.4% 75.6% 77.4% 75.6% 77.4% 75.6% 77.4% 75.6% 72.4% 73.6% 73.6% 75.5% 71.4% 56.0% 72.4% 73.6% 75.5% 52.7% 54.9% 50.0% 72.4% 73.6% 72.4% 73.6% 72.4% 73.6% 72.4% 73.6% 72.4% 73.6% 57.5% 52.7% 54.9% 50.0% 72.4% 73.5%	There is an atmosphere of open communication and trust in my school/worksite.	100.0%	96.1%	67.8%	67.8%	54.2%	74.3%	71.4%
vant to be involved in decision-making at my school/worksite. 100.0% 88.4% 91.4% 93.0% 87.0% 89.9% 87.5% in my school/worksite, I can speak openly about important issues without fear of repercussions 100.0% 94.2% 84.7% 79.3% 72.9% 75.7% 74.2% in my school/worksite, I can speak openly about important issues without fear or frepercussions 100.0% 94.2% 84.7% 79.7% 75.9% 74.2% There is good teamwork among staff in my school/worksite. 100.0% 79.3% 75.9% 74.4% 83.0% 77.3% 76.5% 77.8% 75.9% 74.8% 88.1% 75.8% 72.8% 75.9% <td>l personally feel successful in my work.</td> <td>100.0%</td> <td>88.4%</td> <td>74.6%</td> <td>79.7%</td> <td>78.9%</td> <td>85.6%</td> <td>84.2%</td>	l personally feel successful in my work.	100.0%	88.4%	74.6%	79.7%	78.9%	85.6%	84.2%
in my school/worksite, I can speak openly about important issues without fear of repercussions 100.0% 92.3% 84.7% 79.3% 77.2% 74.2% In my school/worksite, I ant treated as a professional 100.0% 94.1% 94.8% 88.1% 86.4% 88.5% 87.2% There is good teamwork among staff in my school/worksite 100.0% 94.2% 84.7% 79.7% 77.9% 84.6% 83.0% Non-instructional duties are assigned on an equitable basis in my school/worksite 100.0% 73.0% 75.9% 71.4% 56.0% 77.48 72.6% 73.8% 72.6% 73.8% 72.6% 73.8% 72.6% 73.8% 72.6% 73.8% 72.6% 73.8% 72.6% 73.8% 72.6% 73.8% 72.6% 73.8% 72.6% 73.8% 72.6% 72.7% 74.3% 74.3% 75.7% <td>I feel involved in decision-making at my school/worksite.</td> <td>100.0%</td> <td>78.8%</td> <td>68.4%</td> <td>70.2%</td> <td>65.5%</td> <td>65.4%</td> <td>61.5%</td>	I feel involved in decision-making at my school/worksite.	100.0%	78.8%	68.4%	70.2%	65.5%	65.4%	61.5%
in my school/worksite, I am treated as a professional 100.0% 94.1% 94.8% 88.1% 81.4% 88.5% 87.2% There is good teamwork among staff in my school/worksite. 100.0% 94.2% 84.7% 79.7% 72.9% 84.6% 83.0% Non-instructional ducias are assigned on an equitable basis in my school/worksite 100.0% 73.3% 89.8% 88.1% 75.8% 77.4% 76.5% Non-instructional ducias are assigned on an equitable basis in my school/worksite 100.0% 76.3% 89.8% 88.1% 75.8% 72.5% My work performance is evaluated fairly. 100.0% 76.3% 68.6% 45.6% 55.2% 52.7% 54.9% 88.8% 89.8% 88.1% 78.8% 78.8% 78.8% 78.8% 78.8% 78.8% 78.8% 78.8% 78.5% 72.4% 79.3% 88.8% 89.3% 88.0% 87.0% 81.0% 72.4% 79.3% 88.8% 80.8% 87.0% 81.0% 77.4% 78.3% 93.7% 93.7% 93.7% 93.7% 93.7% 93.7% 93.7% 93.7% 93.7% 93.7% 93.7% 93.7% 93.7% <td>I want to be involved in decision-making at my school/worksite.</td> <td>100.0%</td> <td>88.4%</td> <td>91.4%</td> <td>93.0%</td> <td>87.0%</td> <td>89.9%</td> <td>87.6%</td>	I want to be involved in decision-making at my school/worksite.	100.0%	88.4%	91.4%	93.0%	87.0%	89.9%	87.6%
There is good teamwork among staff in my school/worksite. 100.0% 94.2% 84.7% 79.7% 72.9% 84.6% 83.0% Non-instructional duties are assigned on an equitable basis in my school/worksite 100.0% 73.0% 75.9% 71.4% 56.0% 77.4% 76.6% 77.4% 76.6% 77.4% 76.0% 77.4% 76.0% 77.4% 76.0% 77.4% 76.0% 77.4% 76.0% 77.4% 76.0% 77.4% 76.0% 77.4% 76.0% 77.4% 76.0% 77.4% 76.0% 77.4% 76.3% 88.9% 88.3% 78.6% 46.6% 91.4% 82.1% 89.9% 88.8% 78.6% 46.6% 45.6% 55.2% 52.7% 54.9% 50.0% 77.8% 79.7% 78.9% 88.8% 82.8% 93.7% <	In my school/worksite, I can speak openly about important issues without fear of repercussions	100.0%	92.3%	84.7%	79.3%	72.9%	75.7%	74.2%
Non-instructional duties are assigned on an equitable basis in my school/worksite 100.0% 73.0% 73.9% 71.4% 56.0% 77.4% 76.6% My working enviormment (i.e. safety, cleanliness) is conductive to success 100.0% 96.1% 96.4% 91.4% 821.8% 75.8% 78.6% 88.8% 88.1% 75.8% 88.8% 88.1% 75.8% 88.8% 88.1% 75.8% 88.8% 88.1% 75.8% 88.8% 88.1% 75.8% 88.8% 88.1% 75.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 88.8% 89.3% 93.7% 93.2% 89.7% 93.2% 89.7% 89.8% 89.8% 87.0% 89.8% 80.8% 70.8% 88.2% 88.6% 87.0% 87.5% 68.5% 70.7% 68.5% 70.7% 68.5% 70.7% 68.5% 70.7% 68.5% 70.7% 68.5% 70.7% 68.5% 70.7% 68.5% 70.7% 68.5% 71.7% 65.4%	In my school/worksite, I am treated as a professional	100.0%	94.1%	94.8%	88.1%	81.4%	88.5%	87.2%
My working enviorment (i.e. safety, cleanliness) is conductive to success 100.0% 100.0% 76.3% 89.8% 88.1% 75.8% 73.6% My work performance is evaluated fairly. 100.0% 96.1% 96.4% 91.4% 82.1% 89.9% 88.8% I am provide adequate time during the workady to plan, prepare for and do my job. 100.0% 98.0% 81.0% 72.4% 79.3% 81.8% 82.8% My administrators/supervisors respect the negotiated contracts 100.0% 96.1% 94.7% 94.7% 83.9% 93.7% 93.2% My planning time is respected by my school administrators/supervisors 100.0% 76.9% 88.2% 80.8% 70.3% 88.8% 87.7% 68.5% In my school, student mishehavior interferes with learning. 66.7% 55.6% 64.7% 68.6% 72.5% 75.7% 64.8% In Drowuch instructional time is speared by entitional time is speared by morale. 13.3% 55.7% 62.1% 62.4% 48.3% 47.4% 45.4% In am paid fairly. 100.0% 78.8% 22.2% 73.7% 48.8% 44.4% 45.4% In amy acid fairly. 33.3%	There is good teamwork among staff in my school/worksite.	100.0%	94.2%	84.7%	79.7%	72.9%	84.6%	83.0%
My work performance is evaluated fairly. 100.0% 96.1% 96.4% 91.4% 82.1% 89.9% 88.8% I am provided adequate time during the workday to plan, prepare for and do my job. 87.5% 68.6% 45.5% 55.2% 52.7% 54.9% 55.0% My administrators/supervisors respect the negotiated contracts 100.0% 98.0% 81.0% 72.4% 79.3% 81.8% 82.8% My planning time is respected by my school administrators/supervisors 100.0% 76.9% 88.2% 80.8% 70.8% 88.0% 71.1% 68.8% 87.0% In my school, student misbehavior interferes with learning. 66.7% 59.6% 60.0% 78.9% 87.3% 71.5% 74.2% 68.4% Constructional time is spent administering assessments. 23.1% 39.2% 64.7% 68.6% 75.6% 71.7% 74.2% 45.4% I nam paid fairly. 37.5% 36.5% 24.1% 31.6% 37.9% 38.8% 41.4% 45.4% I have confidence in the leadership exhibited by the HOPSS Superintendent. 100.0% 78.8% 22.2% 73.7% 38.8% 41.4% 45.4%	Non-instructional duties are assigned on an equitable basis in my school/worksite	100.0%	73.0%	75.9%	71.4%	56.0%	77.4%	76.6%
am provided adequate time during the workday to plan, prepare for and do my job. 87.5% 68.6% 45.6% 55.2% 52.7% 54.9% 55.0% 1 am provided adequate work and storage space to prepare for and do my job. 100.0% 98.0% 81.0% 72.4% 79.3% 81.8% 82.8% My administrators/supervisors respect the negotiated contracts 100.0% 96.1% 94.7% 94.7% 83.9% 93.7% 93.2% In my school, administrators/supervisors 100.0% 76.9% 88.2% 80.8% 74.1% 69.8% 75.7% 68.5% In my school, student misbehavior interferes with learning. 46.7% 59.6% 60.0% 78.9% 77.5% 74.2% In or much instructional time is spent administering assessments. 23.1% 39.2% 55.7% 82.1% 71.7% 74.2% Increased workload has contributed to a decline in my morale. 13.3% 55.7% 82.1% 71.2% 76.8% 72.7% 78.8% 72.7% 78.8% 72.7% 78.8% 72.7% 78.8% 72.7% 78.8% 72.7% 78.8% 72.7% 78.8% 72.7% 78.7% 78.8% 72.7%	My working enviornment (i.e. safety, cleanliness) is conductive to success	100.0%	100.0%	76.3%	89.8%	88.1%	75.8%	73.6%
1 am provided adequate work and storage space to prepare for and do my job. 100.0% 98.0% 81.0% 72.4% 79.3% 81.8% 82.8% My administrators/supervisors respect the negotiated contracts 100.0% 96.1% 94.7% 94.7% 83.9% 93.7% 93.2% My planning time is respected by my school administrators/supervisors support me in enforcing discipline 100.0% 76.9% 88.2% 80.8% 70.8% 88.0% 87.0% In my school, administrators/supervisors support me in enforcing discipline 100.0% 88.4% 93.6% 60.0% 78.9% 87.3% 77.5% 74.2% Too much instructional time is spent administering assessments. 23.1% 39.2% 64.7% 66.6% 75.6% 71.7% 65.4% Increased workload has contributed to a decline in my morale. 13.3% 55.7% 82.1% 72.2% 76.8% 72.7% 70.7% I any adif dirity. 37.5% 36.5% 24.1% 31.6% 37.9% 88.8% 43.4% I have confidence in the leadership exhibited by the HOward County Board of Education. 100.0% 78.8% 32.2% 73.7% 47.2% 88.1% 87.9%	My work performance is evaluated fairly.	100.0%	96.1%	96.4%	91.4%	82.1%	89.9%	88.8%
My administrators/supervisors respect the negotiated contracts 100.0% 96.1% 94.7% 83.9% 93.7% 93.2% My planning time is respected by my school administrators/supervisors 100.0% 76.9% 88.2% 80.3% 70.8% 88.0% 87.0% In my school, administrators/supervisors support me in enforcing discipline 100.0% 76.9% 88.2% 80.3% 70.8% 88.3% 87.0% In my school, aduent misbehavior interferes with learning. 46.7% 59.6% 60.0% 77.8% 87.3% 77.5% 74.2% Too much instructional time is spent administering assessments. 23.1% 39.2% 64.7% 68.6% 75.6% 71.7% 65.4% Increased workload has contributed to a decline in my morale. 13.3% 55.7% 82.1% 72.2% 76.8% 72.7% 88.4% I have confidence in the leadership exhibited by the HOward County Board of Education. 100.0% 78.8% 32.2% 73.7% 44.2% 25.3% I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 100.0% 88.3% 27.1% 63.6% 41.1% 24.9% 25.3% I have confidence in the leaders	I am provided adequate time during the workday to plan, prepare for and do my job.	87.5%	68.6%	45.6%	55.2%	52.7%	54.9%	55.0%
My planning time is respected by my school administrators/supervisors 100.0% 76.9% 88.2% 80.8% 70.8% 88.0% 87.0% In my school, administrators/supervisors support me in enforcing discipline 100.0% 88.4% 83.6% 74.1% 66.8% 75.7% 668.5% In my school, student misbehavior interferes with learning. 46.7% 59.6% 60.0% 78.9% 87.3% 77.5% 74.2% Too much instructional time is spent administering assessments. 23.1% 39.2% 64.7% 66.6% 75.6% 71.7% 65.4% HCPSS professional development experiences are meaningful and worthwhile 68.8% 72.5% 56.4% 64.9% 48.3% 72.7% 70.7% 47.2% 76.8% 72.7% 70.7% 1am paid fairly. 37.5% 36.5% 24.1% 31.16% 37.9% 38.8% 41.4% 1ap adi fairly. 37.5% 36.5% 24.1% 31.6% 37.9% 38.1% 37.7% 1ap adi fairly. 100.0% 78.8% 27.1% 63.6% 41.1% 24.9% 25.3% 11 have confidence in the leadership exhibited by the Howard County Education. 100.0% 88.3% 70.7% 87.7	I am provided adequate work and storage space to prepare for and do my job.	100.0%	98.0%	81.0%	72.4%	79.3%	81.8%	82.8%
In my school, administrators/supervisors support me in enforcing discipline 100.0% 88.4% 83.6% 74.1% 69.8% 75.7% 68.5% In my school, student misbehavior interferes with learning. 46.7% 59.6% 60.0% 78.9% 87.3% 77.5% 74.2% Too much instructional time is spent administering assessments. 23.1% 39.2% 64.7% 68.6% 75.6% 71.7% 65.4% IPCPS professional development experiences are meaningful and worthwhile 68.8% 72.5% 56.4% 64.9% 48.3% 47.4% 45.4% IPCPS professional development experiences are meaningful and worthwhile 68.8% 72.5% 56.4% 64.9% 48.3% 47.4% 45.4% IPCPS professional development experiences are meaningful and worthwhile 68.8% 72.5% 56.4% 64.9% 48.3% 41.4% 10.7% 88.6% 27.1% 67.6% 72.7% 70.7% I am paid fairly. 37.5% 36.5% 24.1% 31.6% 37.9% 38.8% 41.4% I have confidence in the leadership exhibited by the HOward County Board of Education. 100.0% 78.8% 27.1% 63.6% 41.1% <	My administrators/supervisors respect the negotiated contracts	100.0%	96.1%	94.7%	94.7%	83.9%	93.7%	93.2%
In my school, student misbehavior interferes with learning. 46.7% 59.6% 60.0% 78.9% 87.3% 77.5% 74.2% Too much instructional time is spent administering assessments. 23.1% 39.2% 64.7% 68.6% 75.6% 71.7% 65.4% HCPSS professional development experiences are meaningful and worthwhile 68.8% 72.5% 55.4% 64.9% 48.3% 47.4% 45.4% Increased workload has contributed to a decline in my morale. 13.3% 55.7% 82.1% 72.2% 76.8% 72.7% 87.6% 41.4% 45.4% I am paid fairly. 37.5% 36.5% 24.1% 31.6% 37.9% 38.1% 37.7% I have confidence in the leadership exhibited by the HOYS Superintendent. 100.0% 78.8% 32.2% 77.1% 63.6% 41.1% 24.9% 25.3% I have confidence in the leadership exhibited by the Howard County Education. 100.0% 58.8% 27.1% 63.6% 41.1% 24.9% 25.3% I have confidence in the leadership exhibited by the Howard County Education 100.0% 84.3% 80.7% 60.0% 77.5% 75.7% 72.9%	My planning time is respected by my school administrators/supervisors	100.0%	76.9%	88.2%	80.8%	70.8%	88.0%	87.0%
Too much instructional time is spent administering assessments. 23.1% 39.2% 64.7% 68.6% 75.6% 71.7% 65.4% HCPSS professional development experiences are meaningful and worthwhile 68.8% 72.5% 56.4% 64.9% 48.3% 47.4% 45.4% Increased workload has contributed to a decline in my morale. 13.3% 55.7% 82.1% 72.2% 76.8% 72.7% 70.7% I am paid fairly. 37.5% 36.5% 24.1% 31.6% 37.9% 38.8% 41.4% I have confidence in the leadership exhibited by the HCPSS Superintendent. 100.0% 78.8% 32.2% 73.7% 47.2% 88.1% 37.7% I have confidence in the leadership exhibited by the Howard County Board of Education. 100.0% 58.8% 27.1% 63.6% 41.1% 24.9% 25.3% I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 100.0% 84.3% 80.7% 80.0% 78.6% 77.7% 62.7% 60.3% 71.3% 71.7% 61.6% 71.7% 62.7% 60.3% 71.7% 62.7% 60.3% 71.7% 77.7% 73.7% 73.7%	In my school, administrators/supervisors support me in enforcing discipline	100.0%	88.4%	83.6%	74.1%	69.8%	75.7%	68.5%
HCPSS professional development experiences are meaningful and worthwhile 68.8% 72.5% 56.4% 64.9% 48.3% 47.4% 45.4% Increased workload has contributed to a decline in my morale. 13.3% 55.7% 82.1% 72.2% 76.8% 72.7% 70.7% I am paid fairly. 37.5% 36.5% 24.1% 31.6% 37.9% 38.8% 41.4% I have confidence in the leadership exhibited by the HCPSS Superintendent. 100.0% 78.8% 32.2% 73.7% 47.2% 38.1% 37.7% I have confidence in the leadership exhibited by the HOward County Board of Education. 100.0% 58.8% 27.1% 63.6% 41.1% 24.9% 25.3% I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 100.0% 84.3% 80.7% 80.0% 78.6% 75.7% 72.9% I feel that HCPSS offers me the possibility of advancing professionally in the field of education 100.0% 84.3% 70.7% 62.7% 60.3% 71.3% 71.1% In the last 12 months, I have experienced harassing behavior from colleagues 6.7% 9.6% 12.1% 13.8% 5.2% 10.6% 6.4% <	In my school, student misbehavior interferes with learning.	46.7%	59.6%	60.0%	78.9%	87.3%	77.5%	74.2%
Increased workload has contributed to a decline in my morale. 13.3% 55.7% 82.1% 72.2% 76.8% 72.7% 70.7% 1 am paid fairly. 37.5% 36.5% 24.1% 31.6% 37.9% 38.8% 41.4% 1 have confidence in the leadership exhibited by the HCPSS Superintendent. 100.0% 78.8% 32.2% 73.7% 47.2% 38.1% 37.7% 1 have confidence in the leadership exhibited by the Howard County Board of Education. 100.0% 58.8% 27.1% 63.6% 41.1% 24.9% 25.3% 1 have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 100.0% 92.3% 91.2% 91.5% 93.0% 89.2% 87.9% 1 feel that HCPSS offers me the possibility of advancing professionally in the field of education 100.0% 84.3% 80.7% 80.0% 78.6% 75.7% 72.9% In my position, I receive appropriate and adequate support and training 100.0% 84.3% 70.7% 62.7% 60.3% 71.3% 71.1% In the last 12 months, I have experienced harassing behavior from colleagues 6.7% 9.6% 12.1% 13.8% 6.0% 6.64% In the	Too much instructional time is spent administering assessments.	23.1%	39.2%	64.7%	68.6%	75.6%	71.7%	65.4%
I am paid fairly. 37.5% 36.5% 24.1% 31.6% 37.9% 38.8% 41.4% I have confidence in the leadership exhibited by the HCPSS Superintendent. 100.0% 78.8% 32.2% 73.7% 47.2% 38.1% 37.7% I have confidence in the leadership exhibited by the Howard County Board of Education. 100.0% 58.8% 27.1% 63.6% 41.1% 24.9% 25.3% I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 100.0% 92.3% 91.2% 91.5% 93.0% 88.2% 87.9% I feel that HCPSS offers me the possibility of advancing professionally in the field of education 100.0% 84.3% 80.7% 80.0% 78.6% 75.7% 72.9% In the last 12 months, I have experienced harassing behavior from colleagues 6.7% 9.6% 12.1% 13.8% 5.2% 10.6% 10.6% In the last 12 months, I have experienced harassing behavior from parents 6.7% 9.8% 22.4% 26.3% 17.2% 17.8% 21.7% At my school I spend most of my PIP time on non-instructional activities. 28.6% 17.3% 39.0% 35.7% 39.0% 26.7% 31.7%	HCPSS professional development experiences are meaningful and worthwhile	68.8%	72.5%	56.4%	64.9%	48.3%	47.4%	45.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent. 100.0% 78.8% 32.2% 73.7% 47.2% 38.1% 37.7% I have confidence in the leadership exhibited by the Howard County Board of Education. 100.0% 58.8% 27.1% 63.6% 41.1% 24.9% 25.3% I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 100.0% 92.3% 91.2% 91.5% 93.0% 89.2% 87.9% I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 100.0% 84.3% 80.7% 80.0% 78.6% 75.7% 72.9% In my position, I receive appropriate and adequate support and training 100.0% 84.3% 70.7% 62.7% 60.3% 71.3% 71.1% In the last 12 months, I have experienced harassing behavior from colleagues 6.7% 9.6% 12.1% 13.8% 5.2% 10.6% 64.4% In the last 12 months, I have experienced harassing behavior from parents 6.7% 9.8% 22.4% 26.3% 17.2% 17.8% 21.7% At my school I spend most of my PIP time on non-instructional activities. 28.6% 17.3% 39.0% 35.7% 39.0% <td>Increased workload has contributed to a decline in my morale.</td> <td>13.3%</td> <td>55.7%</td> <td>82.1%</td> <td>72.2%</td> <td>76.8%</td> <td>72.7%</td> <td>70.7%</td>	Increased workload has contributed to a decline in my morale.	13.3%	55.7%	82.1%	72.2%	76.8%	72.7%	70.7%
I have confidence in the leadership exhibited by the Howard County Board of Education. 100.0% 58.8% 27.1% 63.6% 41.1% 24.9% 25.3% I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 100.0% 92.3% 91.2% 91.5% 93.0% 88.2% 87.9% I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 100.0% 84.3% 80.7% 80.0% 78.6% 75.7% 72.9% In the lead of education of education 100.0% 84.3% 70.7% 62.7% 60.3% 71.3% 71.1% In the last 12 months, I have experienced harassing behavior from colleagues 6.7% 9.6% 12.1% 13.8% 5.2% 10.6% 6.4% In the last 12 months, I have experienced harassing behavior from parents 6.7% 9.6% 12.1% 13.8% 5.2% 10.6% 6.4% In the last 12 months, I have experienced harassing behavior from parents 6.7% 9.8% 22.4% 26.3% 17.2% 17.8% 21.7% At my school I spend most of my PIP time on non-instructional activities. 28.6% 17.3% 39.0% 35.7% 39.0% 26.7% 31.7% </td <td>l am paid fairly.</td> <td>37.5%</td> <td>36.5%</td> <td>24.1%</td> <td>31.6%</td> <td>37.9%</td> <td>38.8%</td> <td>41.4%</td>	l am paid fairly.	37.5%	36.5%	24.1%	31.6%	37.9%	38.8%	41.4%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 100.0% 92.3% 91.2% 91.5% 93.0% 88.2% 87.9% I feel that HCPSS offers me the possibility of advancing professionally in the field of education 100.0% 84.3% 80.7% 80.0% 78.6% 75.7% 72.9% In my position, I receive appropriate and adequate support and training 100.0% 84.3% 70.7% 62.7% 60.3% 71.3% 71.1% In the last 12 months, I have experienced harassing behavior from colleagues 6.7% 9.6% 12.1% 13.8% 5.2% 10.6% 10.6% In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 0.0% 1.7% 8.6% 6.0% 6.4% In the last 12 months, I have experienced harassing behavior from parents 6.7% 9.8% 22.4% 26.3% 17.2% 11.7% At my school I spend most of my PIP time on non-instructional activities. 28.6% 17.3% 39.0% 35.7% 39.0% 26.7% 31.7% In my school, I spend too much time in meetings. 28.6% 17.3% 39.0% 25.7% 75.6% 81.4% 72.5% 84.6% </td <td>I have confidence in the leadership exhibited by the HCPSS Superintendent.</td> <td>100.0%</td> <td>78.8%</td> <td>32.2%</td> <td>73.7%</td> <td>47.2%</td> <td>38.1%</td> <td>37.7%</td>	I have confidence in the leadership exhibited by the HCPSS Superintendent.	100.0%	78.8%	32.2%	73.7%	47.2%	38.1%	37.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education 100.0% 84.3% 80.7% 80.0% 78.6% 75.7% 72.9% In my position, I receive appropriate and adequate support and training 100.0% 84.3% 70.7% 62.7% 60.3% 71.3% 71.1% In the last 12 months, I have experienced harassing behavior from colleagues 6.7% 9.6% 12.1% 13.8% 5.2% 10.6% 10.6% In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 0.0% 1.7% 8.6% 6.0% 6.4% In the last 12 months, I have experienced harassing behavior from parents 6.7% 9.8% 22.4% 26.3% 17.2% 17.8% 21.7% At my school I spend most of my PIP time on non-instructional activities. 28.6% 17.3% 39.0% 35.7% 39.0% 26.7% 31.7% At my school our administrator includes time during PIP for teacher-initiated collaboration. 100.0% 55.7% 75.6% 81.4% 72.5% 84.6% 75.5% In my school, I spend too much time in meetings. 36.5% 23.2% 51.8% 57.1% 40.7% 37.5% <	I have confidence in the leadership exhibited by the Howard County Board of Education.	100.0%	58.8%	27.1%	63.6%	41.1%	24.9%	25.3%
In my position, I receive appropriate and adequate support and training100.0%84.3%70.7%62.7%60.3%71.3%71.1%In the last 12 months, I have experienced harassing behavior from colleagues6.7%9.6%12.1%13.8%5.2%10.6%10.6%In the last 12 months, I have experienced harassing behavior from administrators/supervisors.0.0%0.0%1.7%8.6%8.6%6.0%6.4%In the last 12 months, I have experienced harassing behavior from parents6.7%9.8%22.4%26.3%17.2%17.8%21.7%At my school I spend most of my PIP time on non-instructional activities.28.6%17.3%39.0%35.7%39.0%26.7%31.7%At my school our administrator includes time during PIP for teacher-initiated collaboration.100.0%55.7%75.6%81.4%72.5%84.6%75.5%In my school, I spend too much time in meetings.36.5%23.2%51.8%57.1%40.7%37.5%In my school, I spend too much time in meetings.32.6%19.6%25.9%18.5%18.7%31.0%Participants1652 out of 9259 out of 11759 out of 12659 out of 135Driving	I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	100.0%	92.3%	91.2%	91.5%	93.0%	89.2%	87.9%
In the last 12 months, I have experienced harassing behavior from colleagues 6.7% 9.6% 12.1% 13.8% 5.2% 10.6% 10.6% In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 0.0% 1.7% 8.6% 8.6% 6.0% 6.4% In the last 12 months, I have experienced harassing behavior from parents 6.7% 9.8% 22.4% 26.3% 17.2% 17.8% 21.7% At my school I spend most of my PIP time on non-instructional activities. 28.6% 17.3% 39.0% 35.7% 39.0% 26.7% 31.7% At my school our administrator includes time during PIP for teacher-initiated collaboration. 100.0% 55.7% 75.6% 81.4% 72.5% 84.6% 75.5% In my school, I spend too much time in meetings. 36.5% 23.2% 51.8% 57.1% 40.7% 37.5% In my school, there is adequate support for special education students. 16 52 out of 92 59 out of 117 59 out of 126 59 out of 135	I feel that HCPSS offers me the possibility of advancing professionally in the field of education	100.0%	84.3%	80.7%	80.0%	78.6%	75.7%	72.9%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 0.0% 1.7% 8.6% 8.6% 6.0% 6.4% 1n the last 12 months, I have experienced harassing behavior from parents 6.7% 9.8% 22.4% 26.3% 17.2% 17.8% 21.7% At my school I spend most of my PIP time on non-instructional activities. 28.6% 17.3% 39.0% 35.7% 39.0% 26.7% 31.7% At my school our administrator includes time during PIP for teacher-initiated collaboration. 100.0% 55.7% 75.6% 81.4% 72.5% 84.6% 75.5% 1n my school, I spend too much time in meetings. 1 36.5% 23.2% 51.8% 57.1% 440.7% 37.5% 1n my school, I spend too much time in meetings. 1 6 52 out of 92 59 out of 117 59 out of 126 59 out of 135 59 out of 137 59 out of 137 59 out of 137 59 out of 136 59 out of 137 59 out of 1	In my position, I receive appropriate and adequate support and training	100.0%	84.3%	70.7%	62.7%	60.3%	71.3%	71.1%
In the last 12 months, I have experienced harassing behavior from parents6.7%9.8%22.4%26.3%17.2%17.8%21.7%At my school I spend most of my PIP time on non-instructional activities.28.6%17.3%39.0%35.7%39.0%26.7%31.7%At my school our administrator includes time during PIP for teacher-initiated collaboration.100.0%55.7%75.6%81.4%72.5%84.6%75.5%In my school, I spend too much time in meetings.36.5%23.2%51.8%57.1%40.7%37.5%In my school, there is adequate support for special education students.32.6%19.6%25.9%18.5%18.7%31.0%Participants1652 out of 9259 out of 12659 out of 13559 out of 13559 out of 13559 out of 135	In the last 12 months, I have experienced harassing behavior from colleagues	6.7%	9.6%	12.1%	13.8%	5.2%	10.6%	10.6%
At my school I spend most of my PIP time on non-instructional activities.28.6%17.3%39.0%35.7%39.0%26.7%31.7%At my school our administrator includes time during PIP for teacher-initiated collaboration.100.0%55.7%75.6%81.4%72.5%84.6%75.5%In my school, I spend too much time in meetings.36.5%23.2%51.8%57.1%40.7%37.5%In my school, there is adequate support for special education students.32.6%19.6%25.9%18.5%18.7%31.0%Participants1652 out of 9259 out of 12659 out of 135	In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	0.0%	1.7%	8.6%	8.6%	6.0%	6.4%
At my school our administrator includes time during PIP for teacher-initiated collaboration.100.0%55.7%75.6%81.4%72.5%84.6%75.5%In my school, I spend too much time in meetings.36.5%23.2%51.8%57.1%40.7%37.5%In my school, there is adequate support for special education students.32.6%19.6%25.9%18.5%18.7%31.0%Participants1652 out of 9259 out of 12659 out of 135	In the last 12 months, I have experienced harassing behavior from parents	6.7%	9.8%	22.4%	26.3%	17.2%	17.8%	21.7%
In my school, I spend too much time in meetings. 36.5% 23.2% 51.8% 57.1% 40.7% 37.5% In my school, there is adequate support for special education students. 32.6% 19.6% 25.9% 18.5% 18.7% 31.0% Participants 16 52 out of 12 59 out of 125 59 out of 135 59 out of 135	At my school I spend most of my PIP time on non-instructional activities.	28.6%	17.3%	39.0%	35.7%	39.0%	26.7%	31.7%
In my school, there is adequate support for special education students. Participants 16 52 out of 92 59 out of 117 59 out of 126 59 out of 135	At my school our administrator includes time during PIP for teacher-initiated collaboration.	100.0%	55.7%	75.6%	81.4%	72.5%	84.6%	75.5%
Participants 16 52 out of 92 59 out of 117 59 out of 126 59 out of 135	In my school, I spend too much time in meetings.		36.5%	23.2%	51.8%	57.1%	40.7%	37.5%
Determined Annual An	In my school, there is adequate support for special education students.		32.6%	19.6%	25.9%	18.5%	18.7%	31.0%
Principal pp	Participants	16	52 out of 92	59 out of 117	59 out of 126	59 out of 135		
Toy Tod Toy Tod Toy Tod	Principal	p	p	Id	P	p		
		Toc	Toc	Toc	Toc	Toc		
		roy	roy	roy	Iroy	roy		