Oreadil, monital at my school/worksite, good.   Oreadil monital at my school/worksite.   Oreadil monital at my school/worksite.   Oreadil monital at my school/worksite.   Oreadil monital my school/worksite.   Oreadil my school/worksite.   <	Hammond ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	24-25	24-25	24-25
Overall, nordie at my school/worksite.   81.8%   D00.0%   D00.0%   82.2%   42.5%   20.9%   70.8%   62.7%   70.8%   62.7%   70.8%   62.7%   70.8%   62.7%   70.8%   62.7%   70.8%   62.7%   70.8%   63.7%   63.3%   72.3%   63.3%   72.3%   65.3%   63.3%   62.3%   63.3%   62.3%   63.3%   62.3%   63.3%												Overall-	Overall-
There is an atmosphere of open communication and trust in my school/worksite.   93 14   0000%   95 7%   95 7%   95 7%   91 18   61 95   56 33%   83 34   73 35   64 83   82 375   100 00%   95 7%   95 25%   91 18   61 95   56 33%   83 30%   68 23   66 235   68 336   68 236   69 236   <	Overall, morale at my school/worksite is good.	81.8%	100.0%	100.0%	100.0%	100.0%	85.2%	45.2%	20.8%	70.8%	62.2%		
presnamply fed successful in my work.   84.88   89.75   100.0%   95.76   92.76   92.78   73.88   56.37   86.17   66.17   65.18   65.28   66.27   66.28   66.27   66.28   66.27   66.28   66.27   66.28   66.27   66.28   66.27   66.28   66.27   66.28   66.27   66.28   66.27   66.28   66.27   66.28   66.27   66.28   66.27   67.27   77.28   77.85   77.97   77.85   77.87		93.9%	93.1%	100.0%	95.7%	95.2%	91.1%	61.9%	39.6%	83.3%	73.3%		72.1%
Teel involved in decision-making at my sched/worksite. 71.94 82.28 84.04 91.86 75.04 97.85 97.18 44.77 66.18 62.19 65.18 62.71 100.05 85.75 100.05 90.25	I personally feel successful in my work.	84.8%	89.7%	100.0%	95.7%	90.5%	82.3%	73.8%	56.3%	83.0%	88.6%	86.2%	86.6%
ywant be involved in decision-making at my school/worksite.   90.0%   100.0%   100.0%   95.7%   910.0%   92.5%   92.1%   95.7%   90.0%   92.5%   92.1%   75.7%   100.0%   95.7%   91.3%   95.7%   92.1%   75.7%   100.0%   93.1%   95.2%   91.1%   76.8%   50.0%   83.3%   97.2%   82.1%   70.2%   93.3%   97.0%   80.3%   92.2%   82.1%   70.2%   93.3%   97.0%   80.3%   92.2%   82.3%   82.2%   85.7%   100.0%   85.7%   100.0%   85.7%   100.0%   85.7%   100.0%   65.0%   10.0%   65.0%   10.0%   65.0%   10.0%   65.0%   11.1%   41.5%   65.2%   50.0%   84.4%   74.4%	I feel involved in decision-making at my school/worksite.	71.9%	86.2%	84.6%	81.8%	75.0%	87.8%	57.1%	45.7%	68.1%	65.1%	65.8%	62.7%
nn my school/worksite, L am treated as porlessional 1000, 93, 1% 100, 93, 1% 100, 93, 1% 100, 93, 1% 100, 93, 1% 100, 93, 1% 100, 93, 1% 100, 93, 1% 100, 93, 1% 100, 93, 1% 100, 93, 1% 100, 93, 1% 100, 95, 7% 95, 2% 97, 0% 88, 1% 70, 3% 93, 2% 82, 4% 84, 4% 92, 5% 82, 4% 84, 4% 92, 4% 92, 4% 92, 4% 92, 4% 92, 4% 92, 4% 92, 4% 92, 4% 92, 4% 93, 4% 94, 4% 92, 5% 84, 4% 92, 4% 94, 4% 92, 4% 94, 4% 92, 4% 94, 4% 92, 4% 94, 4% 92, 4% 94, 4% 92, 4% 94, 4% 92, 4%	I want to be involved in decision-making at my school/worksite.	90.6%	100.0%	100.0%	85.7%	100.0%	96.9%	90.2%	93.3%	95.7%	90.9%	90.6%	89.0%
nn my school/worksite_i and treated as a prefersional 1000 93.1% 1000% 93.7% 1000% 95.7% 95.7% 97.0% 88.1% 70.8% 93.8% 93.2% 82.8%   There is good teamwork among staff in my school/worksite 73.3% 92.7% 92.3% 95.5% 85.7% 66.7% 77.8% 63.6% 77.9% 73.5% <td>In my school/worksite, I can speak openly about important issues without fear of repercussions</td> <td>90.9%</td> <td>86.2%</td> <td>86.7%</td> <td>91.3%</td> <td>95.2%</td> <td>94.1%</td> <td>78.6%</td> <td>50.0%</td> <td>83.3%</td> <td>77.8%</td> <td>75.9%</td> <td>75.5%</td>	In my school/worksite, I can speak openly about important issues without fear of repercussions	90.9%	86.2%	86.7%	91.3%	95.2%	94.1%	78.6%	50.0%	83.3%	77.8%	75.9%	75.5%
There is good teamwork among staff in my school/worksite   100.0%   89.7%   100.0%   85.7%   86.7%   86.7%   86.7%   86.7%   75.0%   66.8%   75.0%   66.8%   75.0%   66.8%   75.0%   66.8%   75.0%   73.2%   77.7%   77.6%   77.7%   76.2%   77.7%   76.2%   77.7%   76.2%   77.5%   82.1%	In my school/worksite, I am treated as a professional	100.0%	93.1%	100.0%	95.7%	95.2%	97.0%	88.1%	70.8%	93.8%	93.2%	89.2%	88.4%
Non-instructional duries are assigned on an equitable basis in my school/worksite 79.38 92.38 95.58 87.57 64.78 77.88 63.68 79.58 77.28 77.29 77.27 77.27 77.29 77.27 </td <td>There is good teamwork among staff in my school/worksite.</td> <td>100.0%</td> <td>89.7%</td> <td>100.0%</td> <td>100.0%</td> <td>95.0%</td> <td>100.0%</td> <td>85.7%</td> <td>80.9%</td> <td>75.0%</td> <td>68.9%</td> <td>83.1%</td> <td>82.6%</td>	There is good teamwork among staff in my school/worksite.	100.0%	89.7%	100.0%	100.0%	95.0%	100.0%	85.7%	80.9%	75.0%	68.9%	83.1%	82.6%
My working environment (i.e. safety, cleanliness) is conductive to success 87 9% 93.1% 90.0% 91.3% 60.0% 95.0% 88.9% 91.1% 95.6% 91.4% 96.0% 91.3% 95.0% 88.9% 91.1% 95.6% 91.4% 90.0%   Iam provided adequate ture during the workaly to plan, prepare for and do my job. 93.3% 95.7% 100.0% 100.0% 100.0% 100.0% 87.9% 83.1% 82.6% 66.4% 62.3% 52.4% <td< td=""><td>Non-instructional duties are assigned on an equitable basis in my school/worksite</td><td>79.3%</td><td>92.9%</td><td>92.3%</td><td>95.5%</td><td>85.7%</td><td>64.7%</td><td>77.8%</td><td>63.6%</td><td>79.5%</td><td>73.2%</td><td>77.7%</td><td>77.5%</td></td<>	Non-instructional duties are assigned on an equitable basis in my school/worksite	79.3%	92.9%	92.3%	95.5%	85.7%	64.7%	77.8%	63.6%	79.5%	73.2%	77.7%	77.5%
I am provided adequate time during the workday to plan, prepare for and do my job. 43.8% 58.6% 66.7% 87.0% 65.0% 41.1% 41.5% 36.2% 57.4% 52.3% 56.3% 58.2% 87.0% 75.2% 79.4% 88.1% 82.6% 60.4% 68.2% 82.2% 88.3%   My administrator/supervisors support me in enforcing discipline 90.3% 100.0% 100.0% 90.5% 94.7% 85.2% 82.1% 44.4% 72.5% 70.0% 77.3% 72.2%   In my school, administrators/supervisors support me in enforcing discipline 90.3% 65.3% 70.9% 66.7% 79.4% 85.2% 82.1% 44.4% 72.5% 70.0% 77.3% 72.2%   Tom much instructional time is spent administering assessments. 67.7% 76.9% 61.5% 66.7% 70.0% 67.6% 82.9% 77.8% 91.2% 83.3% 70.5% 64.3% 30.2% 91.2% 83.3% 70.5% 64.7% 70.0% 67.6% 82.9% 77.8% 91.2% 83.3% 70.5% 65.3% 61.9% 61.7% 72.5% 45.7% 45.7% 45.7% 45.7%	My working enviornment (i.e. safety, cleanliness) is conductive to success	87.9%	93.1%	100.0%	91.3%	80.0%	94.1%	61.0%	62.5%	50.0%	84.4%	74.1%	71.8%
1 am provided adequate time during the workday to plan, prepare for and do my job. 43.8% 58.6% 66.7% 87.0% 65.0% 41.1% 41.5% 36.2% 57.4% 52.3% 56.3% 52.2% 86.3% 56.2% 74.4% 56.3% 52.3% 56.3% 52.2% 88.1% 82.05 60.4% 68.2% 82.2% 84.3%   My administrator/supervisors support me in enforcing discipline 90.3% 66.3% 93.3% 96.5% 99.0% 84.8% 76.3% 62.2% 88.9% 84.6% 87.4% 87.2%   In my school, administrators/supervisors support me in enforcing discipline 90.3% 66.5% 70.9% 66.7% 79.4% 85.2% 62.1% 44.4% 72.5% 70.0% 73.8% 72.2%   Too much instructional time is spent administrators/supervisors support me in enforcing discipline 77.1% 76.9% 66.7% 70.0% 66.7% 79.4% 85.1% 66.3% 70.0% 67.7% 89.4% 99.5% 99.0% 43.3% 70.5% 66.7% 70.0% 67.7% 45.7% 46.7% 45.3% 60.0% 77.5% 57.7% 46.7% 66.5% 7	My work performance is evaluated fairly.	87.5%	89.7%	93.3%	95.7%	100.0%	100.0%	95.0%	88.9%	91.1%	95.6%	91.4%	90.0%
My administrators/supervisors respect the negotiated contracts 100.0% 100.0% 100.0% 100.0% 97.0% 87.5% 83.3% 97.8% 93.3% 94.4% 93.4%   My planning time is respected by my school administrators/supervisors 90.03% 60.3% 95.5% 88.8% 76.3% 62.2% 88.9% 84.6% 87.4% 87.5%   In my school, administrators/supervisors support the in enforcing discipline 90.3% 65.3% 90.5% 94.7% 85.2% 82.1% 44.4% 72.5% 70.0% 66.7% 79.4% 56.4% 89.4% 93.5% 90.0% 73.8% 70.2% 66.7% 79.4% 56.4% 89.4% 91.2% 83.3% 70.5% 64.5   Increased workload has contributed to a decline in my morale. 62.5% 55.7% 84.6% 68.2% 61.9% 61.7% 27.5% 45.7% 71.1% 71.1% 70.0% 64.4% 1an paid fairly. 36.4% 27.6% 40.0% 52.2% 47.6% 55.8% 29.3% 29.2% 31.9% 33.6% 37.4%   I have confidence in the leadership exhibited by the HCPSS Superintendent. 51.9% 52.6%	I am provided adequate time during the workday to plan, prepare for and do my job.	43.8%	58.6%	66.7%	87.0%	65.0%	41.1%	41.5%	36.2%	57.4%	52.3%	56.3%	55.2%
My planning time is respected by my school administrators/supervisors   90.0%   100.0%   90.5%   95.0%   84.8%   76.3%   62.2%   88.9%   84.6%   87.4%   87.2%     In my school, administrators/supervisors support me in enforcing discipline   90.3%   96.3%   99.3%   90.5%   94.7%   85.2%   82.1%   44.4%   77.5%   70.0%   77.3%   72.2     In my school, student misbehavior interferes with learning.   778.1%   55.6%   76.9%   66.7%   79.4%   56.4%   89.4%   93.5%   93.3%   70.5%   66.7%   79.4%   56.4%   89.4%   93.5%   93.3%   70.5%   66.7%   70.0%   66.7%   70.8%   61.7%   77.8%   91.2%   83.3%   70.5%   66.7%   61.7%   61.7%   27.5%   45.7%   46.7%   68.2%   61.9%   61.7%   27.5%   45.7%   46.7%   68.2%   61.9%   61.7%   27.5%   45.7%   41.3%   11.0%   80.4%   80.4%   80.4%   80.4%   80.4%   80.4%   80.4%   80	I am provided adequate work and storage space to prepare for and do my job.	93.9%	93.1%	86.7%	87.0%	76.2%	79.4%	88.1%	82.6%	60.4%	68.2%	82.2%	84.5%
In my school, administrators/supervisors support me in enforcing discipline 90.3% 96.3% 93.3% 90.5% 94.7% 85.2% 82.1% 44.4% 72.5% 70.0% 77.3% 72.2%   In my school, student misbehavior interferes with learning. 78.1% 55.6% 76.9% 70.0% 66.7% 79.4% 56.4% 89.4% 93.5% 90.9% 71.3% 71.3% 71.3% 71.3% 71.4% 70.0% 66.7% 70.0% 66.7% 70.0% 67.6% 82.9% 77.8% 91.2% 83.3% 70.5% 64.3% 66.7% 70.0% 67.6% 82.9% 77.8% 91.2% 73.5% 46.7% 51.7% 64.7% 68.2% 61.9% 61.7% 70.0% 67.5% 52.7% 52.5% 52.7% 35.7% 36.4% 60.0% 73.5% 90.2% 91.5% 77.8% 71.1% 70.0% 68.2% 41.0% 82.9% 77.8% 71.1% 70.0% 68.4% 40.0% 52.2% 47.6% 55.8% 29.3% 22.4% 41.0% 82.9% 80.0% 80.0% 80.0% 80.0% 80.0% 80.0% 80.	My administrators/supervisors respect the negotiated contracts	100.0%	100.0%	100.0%	100.0%	100.0%	97.0%	87.5%	83.3%	97.8%	93.3%	94.4%	93.4%
In my school, student misbehavior interferes with learning. 78.1% 55.6% 76.9% 70.0% 66.7% 79.4% 56.4% 89.4% 93.5% 90.9% 74.3% 71.1%   Too much instructional time is spent administering assessments. 67.7% 78.9% 61.5% 66.7% 70.0% 67.6% 82.9% 77.8% 91.2% 83.3% 70.5% 64.5%   HCPSS professional development experiences are meaningful and worthwhile 72.7% 78.6% 46.7% 68.2% 61.9% 61.7% 22.5% 45.7% 46.7% 53.8% 29.3% 29.2% 31.9% 35.6% 33.5% 33.5% 37.5% 36.4% 60.0% 73.5% 92.3% 29.2% 31.9% 35.6% 33.5% 37.5% 36.4% 100.0% 78.7% 46.3% 54.2% 41.0% 82.9% 80.9% 80.0%   I have confidence in the leadership exhibited by the HVART County Board of Education 78.8% 89.3% 95.0% 95.0% 97.0% 87.5% 83.3% 80.0% 82.9% 90.2% 88.8%   I have confidence in the leadership exhibited by the Howard County Education Ass.n. (HCEA) 89.7% <td< td=""><td>My planning time is respected by my school administrators/supervisors</td><td>90.0%</td><td>100.0%</td><td>100.0%</td><td>90.5%</td><td>95.0%</td><td>84.8%</td><td>76.3%</td><td>62.2%</td><td>88.9%</td><td>84.6%</td><td>87.4%</td><td>87.5%</td></td<>	My planning time is respected by my school administrators/supervisors	90.0%	100.0%	100.0%	90.5%	95.0%	84.8%	76.3%	62.2%	88.9%	84.6%	87.4%	87.5%
Too much instructional time is spent administering assessments.   67.7%   76.9%   61.5%   66.7%   70.0%   67.6%   82.9%   77.8%   91.2%   83.3%   70.5%   64.5     HCPSS professional development experiences are meaningful and worthwhile   72.7%   78.6%   46.7%   68.2%   61.9%   61.7%   27.5%   45.7%   46.7%   51.1%   43.7%   41.3     Increased workload has contributed to a decline in my morale.   62.5%   55.2%   35.7%   36.4%   60.0%   73.5%   90.2%   91.5%   71.1%   70.0%   68.4     I am paid fairly.   36.4%   27.6%   40.0%   52.2%   47.6%   55.8%   29.3%   29.2%   31.9%   33.5%   33.5%   33.5%   33.5%   33.5%   33.5%   33.5%   33.5%   73.3%   95.0%   95.0%   43.7%   32.5%   29.8%   23.3%   40.0%   42.2%   42.1%   42.8%   42.3%   44.0%   62.5%   59.0%   97.0%   87.5%   83.3%   80.0%   95.2%   97.0%   87.5%	In my school, administrators/supervisors support me in enforcing discipline	90.3%	96.3%	93.3%	90.5%	94.7%	85.2%	82.1%	44.4%	72.5%	70.0%	77.3%	72.2%
HCPSS professional development experiences are meaningful and worthwhile 72.7% 78.6% 46.7% 68.2% 61.9% 61.7% 27.5% 45.7% 46.7% 61.1% 43.7% 41.3% 40.0% 52.2% 47.6% 55.8% 29.3% 29.2% 31.9% 35.6% 33.3% 37.1% 40.0% 40.7% 46.3% 54.2% 41.0% 82.9% 80.9% 80.0% 42.2% 42.2% 40.0% 42.2% 42.1% 42.3% 41.0% 42.2% 42.2% 42.2% 42.2% 42.2% 42.2% 42.2% 42.2% 42.2% 42.2% 42.2% 42.2% 42.2% 42.2% 42.2% 42.2% 42.2%	In my school, student misbehavior interferes with learning.	78.1%	55.6%	76.9%	70.0%	66.7%	79.4%	56.4%	89.4%	93.5%	90.9%	74.3%	71.4%
Increased workload has contributed to a decline in my morale. 62.5% 55.2% 35.7% 36.4% 60.0% 73.5% 90.2% 91.5% 77.8% 71.1% 70.0% 68.4   1 am paid fairly. 36.4% 27.6% 40.0% 52.2% 47.6% 55.8% 29.3% 29.2% 31.9% 33.5% 33.5% 37.1   1 have confidence in the leadership exhibited by the HOPSS Superintendent. 51.9% 29.6% 14.3% 100.0% 100.0% 78.7% 46.3% 54.2% 41.0% 82.9% 80.9% 80.0% 100.0% 100.0% 78.7% 46.3% 54.2% 41.0% 82.9% 80.9% 80.0% 100.0% 100.0% 78.7% 46.3% 54.2% 41.0% 82.9% 80.9% 80.0% 95.0% 95.0% 97.0% 87.5% 83.3% 40.0% 42.2% 42.1 11 11 144.0% 120.0% 100.0% 91.3% 95.0% 95.0% 97.0% 87.5% 83.3% 80.0% 90.2% 98.3% 92.8% 90.5% 97.0% 87.5% 83.3% 10.0% 100.0% 100.0% 91.3%	Too much instructional time is spent administering assessments.	67.7%	76.9%	61.5%	66.7%	70.0%	67.6%	82.9%	77.8%	91.2%	83.3%	70.5%	64.5%
1 am paid fairly. 36.44 27.6% 40.0% 52.2% 47.6% 55.8% 29.3% 29.2% 31.9% 35.6% 33.5% 37.1%   1 have confidence in the leadership exhibited by the HCPSS Superintendent. 51.9% 29.6% 14.3% 100.0% 100.0% 78.7% 46.3% 54.2% 41.0% 82.9% 80.9% 95.0% 95.0% 93.3% 95.0% 95.0% 97.0% 87.5% 83.3% 80.0% 95.2% 90.2% 88.8%   1 feel that HCPSS offers me the possibility of advancing professionally in the field of education 78.8% 69.0% 85.7% 87.0% 84.2% 82.3% 74.4% 69.6% 59.1% 69.9% 79.4% 72.4   1n the last 12 months, 1 have experienced harassing behavior from calleagues 3.0% 3.8% 8.3% 0.0% 68.8% 93%	HCPSS professional development experiences are meaningful and worthwhile	72.7%	78.6%	46.7%	68.2%	61.9%	61.7%	27.5%	45.7%	46.7%	51.1%	43.7%	41.3%
In have confidence in the leadership exhibited by the HCPSS Superintendent. 51.9% 29.6% 14.3% 100.0% 100.0% 78.7% 46.3% 54.2% 41.0% 82.9% 80.0%   I have confidence in the leadership exhibited by the Howard County Board of Education. 33.3% 37.5% 73.3% 95.0% 95.0% 43.7% 32.5% 29.8% 23.3% 40.0% 42.2% 42.1%   I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 89.7% 80.8% 93.3% 95.0% 95.0% 97.0% 87.5% 83.3% 80.0% 95.2% 90.2% 88.8%   I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 89.7% 80.8% 93.3% 95.0% 97.0% 87.5% 83.3% 80.0% 95.2% 90.2% 88.8%   I field that HCPSS offers me the possibility of advancing professionally in the field of education 78.8% 69.0% 85.7% 87.0% 84.2% 82.3% 74.4% 69.6% 59.1% 69.8% 79.4% 72.4%   In the last 12 months, I have experienced harassing behavior from colleagues 3.0% 3.0% 8.3% 8.7% 0.0%	Increased workload has contributed to a decline in my morale.	62.5%	55.2%	35.7%	36.4%	60.0%	73.5%	90.2%	91.5%	77.8%	71.1%	70.0%	68.4%
I have confidence in the leadership exhibited by the Howard County Board of Education. 33.3% 37.5% 73.3% 95.0% 95.0% 43.7% 32.5% 29.8% 23.3% 40.0% 42.2% 42.1%   I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 89.7% 80.8% 93.3% 95.0% 95.0% 97.0% 87.5% 83.3% 80.0% 95.2% 90.2% 88.8   I feel that HCPSS offers me the possibility of advancing professionally in the field of education 78.8% 69.0% 85.7% 87.0% 84.2% 82.3% 74.4% 69.6% 59.1% 69.8% 76.2% 71.7% 73.3% 73.1% 72.4%   In my position, I receive appropriate and adequate support and training 93.9% 100.0% 100.0% 91.3% 90.5% 91.1% 65.9% 54.2% 71.7% 73.3% 73.1% 72.4%   In the last 12 months, I have experienced harassing behavior from colleagues 3.0% 3.8% 8.3% 0.0% 0.0% 5.8% 7.3% 87.7% 68.8% 10.4% 67.9% 9.7% 9.5% 10.4% 10.4% 67.7% 5.6% 11.6% <td< td=""><td>l am paid fairly.</td><td>36.4%</td><td>27.6%</td><td>40.0%</td><td>52.2%</td><td>47.6%</td><td>55.8%</td><td>29.3%</td><td>29.2%</td><td>31.9%</td><td>35.6%</td><td>33.5%</td><td>37.1%</td></td<>	l am paid fairly.	36.4%	27.6%	40.0%	52.2%	47.6%	55.8%	29.3%	29.2%	31.9%	35.6%	33.5%	37.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). 89.7% 80.8% 93.3% 95.0% 95.0% 97.0% 87.5% 83.3% 80.0% 95.2% 90.2% 88.8%   I feel that HCPSS offers me the possibility of advancing professionally in the field of education 78.8% 69.0% 85.7% 87.0% 84.2% 82.3% 74.4% 69.6% 59.1% 69.8% 79.4% 76.2%   In my position, I receive appropriate and adequate support and training 93.9% 100.0% 100.0% 91.3% 90.5% 91.1% 65.9% 54.2% 71.7% 73.3% 73.1% 72.4%   In the last 12 months, I have experienced harassing behavior from colleagues 3.0% 3.8% 8.3% 8.7% 0.0% 8.8% 9.8% 4.3% 10.4% 66.7% 9.7% 9.5% 9.1% 65.9% 4.3% 10.4% 66.7% 9.7% 9.5% 9.1% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% 10.4% <t< td=""><td>I have confidence in the leadership exhibited by the HCPSS Superintendent.</td><td>51.9%</td><td>29.6%</td><td>14.3%</td><td>100.0%</td><td>100.0%</td><td>78.7%</td><td>46.3%</td><td>54.2%</td><td>41.0%</td><td>82.9%</td><td>80.9%</td><td>80.0%</td></t<>	I have confidence in the leadership exhibited by the HCPSS Superintendent.	51.9%	29.6%	14.3%	100.0%	100.0%	78.7%	46.3%	54.2%	41.0%	82.9%	80.9%	80.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education 78.8% 69.0% 85.7% 87.0% 84.2% 82.3% 74.4% 69.6% 59.1% 69.8% 76.2%   In my position, I receive appropriate and adequate support and training 93.9% 100.0% 91.3% 90.5% 91.1% 65.9% 54.2% 71.7% 73.3% 73.1% 72.4% 79.5%   In the last 12 months, I have experienced harassing behavior from colleagues 3.0% 3.8% 8.3% 8.7% 0.0% 8.8% 9.8% 4.3% 10.4% 67.7% 9.7% 9.5%   In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 8.3% 0.0% 0.0% 5.8% 7.3% 8.7% 69.6% 59.1% 69.8% 5.7% 5.6   In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 8.3% 0.0% 0.0% 5.8% 7.3% 8.7% 69.8% 5.7% 5.6   In the last 12 months, I have experienced harassing behavior from parents 24.2% 10.7% 41.7% 17.4% 36.8% 17.6% 28.2% 19.1%<	I have confidence in the leadership exhibited by the Howard County Board of Education.	33.3%	37.5%	73.3%	95.0%	95.0%	43.7%	32.5%	29.8%	23.3%	40.0%	42.2%	42.1%
In my position, I receive appropriate and adequate support and training 93.9% 100.0% 100.0% 91.3% 90.5% 91.1% 65.9% 54.2% 71.7% 73.3% 73.4% 72.4%   In the last 12 months, I have experienced harassing behavior from colleagues 3.0% 3.8% 8.3% 8.7% 0.0% 8.8% 9.8% 4.3% 10.4% 6.7% 9.7% 9.5%   In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 8.3% 0.0% 0.0% 5.8% 7.3% 8.7% 2.1% 6.8% 5.7% 5.6   In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 8.3% 0.0% 0.0% 5.8% 7.3% 8.7% 2.1% 6.8% 5.7% 5.6 17.6% 28.2% 19.6% 19.1% 17.6% 20.4 41.7% 17.4% 36.8% 17.6% 28.2% 19.6% 19.1% 18.2% 17.6% 20.4 41.7% 41.7% 36.8% 14.7% 43.2% 23.7% 29.4% 27.4% 31.5% 17.6% 30.8% 14.7% 46.7% 43.2%	I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.7%	80.8%	93.3%	95.0%	95.0%	97.0%	87.5%	83.3%	80.0%	95.2%	90.2%	88.8%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 3.8% 8.7% 0.0% 8.8% 9.8% 4.3% 10.4% 6.7% 9.7% 9.5%   In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 0.0% 8.3% 0.0% 0.0% 5.8% 7.3% 8.7% 2.1% 6.8% 5.7% 5.6   In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 0.0% 8.3% 0.0% 0.0% 5.8% 7.3% 8.7% 2.1% 6.8% 5.7% 5.6   In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 41.7% 17.4% 36.8% 17.6% 28.2% 19.6% 19.1% 18.2% 17.6% 20.4   At my school us administrator includes time during PIP for teacher-initiated collaboration.   93.3% 75.7% 73.3% 67.6% 81.3% 44.2% 44.3% 40.1   In my school, I spend too much time in meetings.    50.0% 56.4% 65.9% 43.2% 44.2% 44.3% 40.1	I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.8%	69.0%	85.7%	87.0%	84.2%	82.3%	74.4%	69.6%	59.1%	69.8%	79.4%	76.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors. 0.0% 0.0% 8.3% 0.0% 0.0% 5.8% 7.3% 8.7% 2.1% 6.6% 5.7% 5.6   In the last 12 months, I have experienced harassing behavior from parents 24.2% 10.7% 41.7% 17.4% 36.8% 17.6% 28.2% 19.6% 19.1% 18.2% 17.6% 20.4   At my school I spend most of my PIP time on non-instructional activities.   30.8% 14.7% 46.7% 43.2% 23.7% 29.4% 31.5%   At my school our administrator includes time during PIP for teacher-initiated collaboration.   93.3% 75.7% 73.3% 67.6% 81.3% 78.1% 82.8% 75.8%   In my school, I spend too much time in meetings.     50.0% 56.4% 65.9% 43.2% 44.2% 44.3% 40.1*   In my school, I spend too much time in meetings.    17.6% 34.1% 10.6% 8.5% 11.1% 17.6% 30.6%   In my school, there is adequate support for special education students.  <	In my position, I receive appropriate and adequate support and training	93.9%	100.0%	100.0%	91.3%	90.5%	91.1%	65.9%	54.2%	71.7%	73.3%	73.1%	72.4%
In the last 12 months, I have experienced harassing behavior from parents 24.2% 10.7% 41.7% 17.4% 36.8% 17.6% 28.2% 19.6% 19.1% 18.2% 20.4%   At my school I spend most of my PIP time on non-instructional activities. 30.8% 14.7% 46.7% 43.2% 23.7% 29.4% 31.5%   At my school our administrator includes time during PIP for teacher-initiated collaboration.   93.3% 75.7% 73.3% 67.6% 81.3% 78.1% 82.8% 75.8%   In my school, I spend too much time in meetings.    50.0% 56.4% 65.9% 43.2% 44.2% 44.3% 40.1*   In my school, I spend too much time in meetings.    17.6% 34.1% 10.6% 8.5% 111.1% 17.6% 30.6%   In my school, Lere is adequate support for special education students.    17.6% 34.1% 10.6% 8.5% 111.1% 17.6% 30.6%   Participants 33 29 15 23 22 out of 64 34 out of 61 48 out of 5 48 out of 74 45 out of 83	In the last 12 months, I have experienced harassing behavior from colleagues	3.0%	3.8%	8.3%	8.7%	0.0%	8.8%	9.8%	4.3%	10.4%	6.7%	9.7%	9.5%
At my school I spend most of my PIP time on non-instructional activities. 30.8% 14.7% 46.7% 43.2% 23.7% 29.4% 27.4% 31.5%   At my school our administrator includes time during PIP for teacher-initiated collaboration. 93.3% 75.7% 73.3% 67.6% 81.3% 78.1% 82.8% 75.8%   In my school, I spend too much time in meetings.    50.0% 56.4% 65.9% 43.2% 44.2% 44.3% 40.1%   In my school, I spend too much time in meetings.    17.6% 34.1% 10.6% 85.5% 11.1% 17.6% 30.6%   In my school, there is adequate support for special education students.   17.6% 34.1% 10.6% 85.5% 11.1% 17.6% 30.6%   Determine Participants 33 29 15 23 22 out of 64 34 out of 62 48 out of 65 48 out of 74 45 out of 83	In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	0.0%	8.3%	0.0%	0.0%	5.8%	7.3%	8.7%	2.1%	6.8%	5.7%	5.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration. 93.3% 75.7% 73.3% 67.6% 81.3% 78.1% 82.8% 75.8%   In my school, I spend too much time in meetings.    50.0% 56.4% 65.9% 43.2% 44.2% 44.3% 40.1%   In my school, I spend too much time in meetings.    50.0% 56.4% 65.9% 43.2% 44.2% 44.3% 40.1%   In my school, there is adequate support for special education students.    17.6% 34.1% 10.6% 8.5% 11.1% 17.6% 30.6%   Description      22 out of 64 34 out of 62 48 out of 65 48 out of 74 45 out of 83	In the last 12 months, I have experienced harassing behavior from parents	24.2%	10.7%	41.7%	17.4%	36.8%	17.6%	28.2%	19.6%	19.1%	18.2%	17.6%	20.4%
In my school, I spend too much time in meetings. In my school, I spend too much time in meetings. 50.0% 56.4% 65.9% 43.2% 44.3% 40.1%   In my school, I spend too much time in meetings. In my school, there is adequate support for special education students. In my school 17.6% 34.1% 10.6% 8.5% 11.1% 17.6% 30.6%   Participants 33 29 15 23 22 out of 64 34 out of 62 48 out of 65 48 out of 74 45 out of 83	At my school I spend most of my PIP time on non-instructional activities.					30.8%	14.7%	46.7%	43.2%	23.7%	29.4%	27.4%	31.5%
In my school, there is adequate support for special education students.   Participants   33   29   15   23   22 out of 64   34 out of 62   48 out of 65   48 out of 74   45 out of 83	At my school our administrator includes time during PIP for teacher-initiated collaboration.					93.3%	75.7%	73.3%	67.6%	81.3%	78.1%	82.8%	75.8%
Participants 33 29 15 23 22 out of 64 34 out of 62 42 out of 61 48 out of 65 48 out of 74 45 out of 83	In my school, I spend too much time in meetings.						50.0%	56.4%	65.9%	43.2%	44.2%	44.3%	40.1%
	In my school, there is adequate support for special education students.						17.6%	34.1%	10.6%	8.5%	11.1%	17.6%	30.6%
berlyn Pratesi berlyn Pratesi ther Moraff ther Moraff	Participants	33	29	15	23	22 out of 64	34 out of 62	42 out of 61	48 out of 65	48 out of 74	45 out of 83		
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