

2021-2022 HCEA Job Satisfaction Survey

ARL

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	7	25	15	19	1	67	48.5%	51.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	35	4	18		66	66.7%	33.3%
3. I personally feel successful in my work.	15	37	4	11		67	77.6%	22.4%
4. I feel involved in decision-making at my school/worksite.	5	31	7	21	1	65	56.3%	43.8%
5. I want to be involved in decision-making at my school/worksite.	15	44		4	2	65	93.7%	6.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	36	5	12	1	66	73.8%	26.2%
7. In my school/worksite, I am treated as a professional.	22	35	3	6		66	86.4%	13.6%
8. There is good teamwork among staff in my school/worksite.	22	34	2	9		67	83.6%	16.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	26	4	7	21	66	75.6%	24.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	28	8	17	1	64	60.3%	39.7%
11. My work performance is evaluated fairly.	31	32		4		67	94.0%	6.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	14	30	12	5	4	65	72.1%	27.9%
13. I am provided adequate work and storage space to prepare for and do my job.	18	32	3	12	1	66	76.9%	23.1%
14. My administrators/supervisors respect the negotiated contracts.	30	28	3	4	1	66	89.2%	10.8%
15. My planning time is respected by my school administrations/supervisors.	16	22	3	1	23	65	90.5%	9.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	21	2	3	33	66	84.8%	15.2%
17. In my school, student misbehavior interferes with learning.	1	16	7	13	28	65	45.9%	54.1%
18. Too much instructional time is spent administering assessments.	2	12	4	13	34	65	45.2%	54.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	30	12	19	5	67	50.0%	50.0%
20. Increased workload has contributed to a decline in my morale.	20	25	3	14	4	66	72.6%	27.4%
21. I am paid fairly.	5	31	7	22		65	55.4%	44.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	27	14	17		64	51.6%	48.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	19	20	19	1	62	36.1%	63.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	41	5	3		62	87.1%	12.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	35	7	12	4	66	69.4%	30.6%
26. In my position, I receive appropriate and adequate support and training.	12	33	3	15	1	64	71.4%	28.6%

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27. During this current school year, I have experienced harassing behavior from colleagues.		7	30	27	2	66	10.9%	89.1%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	7	35	21	2	66	12.5%	87.5%
29. During this current school year, I have experienced harassing behavior from parents.	4	19	22	17	4	66	37.1%	62.9%
30. At my school I spend most of my PIP time on non-instructional activities.	1	7	6	13	38	65	29.6%	70.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	14		5	37	64	81.5%	18.5%
32. In my school, I spend too much time in meetings.	7	11	7	30	10	65	32.7%	67.3%
33. In my school, there is adequate support for special education students.	3	14	9	16	23	65	40.5%	59.5%