

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	11	4	12		29	44.8%	55.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	17	2	4		29	79.3%	20.7%
3. I personally feel successful in my work.	2	16		11		29	62.1%	37.9%
4. I feel involved in decision-making at my school/worksite.	1	17		10	1	29	64.3%	35.7%
5. I want to be involved in decision-making at my school/worksite.	8	20			1	29	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	17	1	5		29	79.3%	20.7%
7. In my school/worksite, I am treated as a professional.	7	17		5		29	82.8%	17.2%
8. There is good teamwork among staff in my school/worksite.	10	15		4		29	86.2%	13.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	7	1	5	12	28	62.5%	37.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	16	1	6		29	75.9%	24.1%
11. My work performance is evaluated fairly.	7	20		2		29	93.1%	6.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	14	8	5	1	29	53.6%	46.4%
13. I am provided adequate work and storage space to prepare for and do my job.	7	18		4		29	86.2%	13.8%
14. My administrators/supervisors respect the negotiated contracts.	11	17	1			29	96.6%	3.4%
15. My planning time is respected by my school administrations/supervisors.	1	9		4	15	29	71.4%	28.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	3	1	1	23	29	66.7%	33.3%
17. In my school, student misbehavior interferes with learning.	3	3		2	21	29	75.0%	25.0%
18. Too much instructional time is spent administering assessments.	2	4		2	21	29	75.0%	25.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	21	1	4	2	29	81.5%	18.5%
20. Increased workload has contributed to a decline in my morale.	12	8	1	6	2	29	74.1%	25.9%
21. I am paid fairly.	1	10	8	10		29	37.9%	62.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	18	2	4		26	76.9%	23.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		16	2	8		26	61.5%	38.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	3	21		4		28	85.7%	14.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	20	1	2	1	29	89.3%	10.7%
26. In my position, I receive appropriate and adequate support and training.	4	19		5		28	82.1%	17.9%

2021-2022 HCEA Job Satisfaction Survey

ASCEND ONE

27. During this current school year, I have experienced harassing behavior from colleagues.	1	5	14	8	1	29	21.4%	78.6%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	16	11	1	29	3.6%	96.4%
29. During this current school year, I have experienced harassing behavior from parents.	2	6	4	13	4	29	32.0%	68.0%
30. At my school I spend most of my PIP time on non-instructional activities.	1	1		2	25	29	50.0%	50.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		1		1	27	29	50.0%	50.0%
32. In my school, I spend too much time in meetings.	1	3	1	5	19	29	40.0%	60.0%
33. In my school, there is adequate support for special education students.		2	9	4	14	29	13.3%	86.7%