

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	17	2	12		33	57.6%	42.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	20	1	9		33	69.7%	30.3%
3. I personally feel successful in my work.	7	19		7		33	78.8%	21.2%
4. I feel involved in decision-making at my school/worksite.	3	18	3	7	1	32	67.7%	32.3%
5. I want to be involved in decision-making at my school/worksite.	6	21		3	2	32	90.0%	10.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	15	2	6		31	74.2%	25.8%
7. In my school/worksite, I am treated as a professional.	10	19		3		32	90.6%	9.4%
8. There is good teamwork among staff in my school/worksite.	8	20	1	3	1	33	87.5%	12.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	23	3	1	3	33	86.7%	13.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	3	19	5	6		33	66.7%	33.3%
11. My work performance is evaluated fairly.	13	19				32	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	12	3	9	4	33	58.6%	41.4%
13. I am provided adequate work and storage space to prepare for and do my job.	5	20	1	7		33	75.8%	24.2%
14. My administrators/supervisors respect the negotiated contracts.	14	15		1	1	31	96.7%	3.3%
15. My planning time is respected by my school administrations/supervisors.	6	18		2	7	33	92.3%	7.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	17		1	4	31	96.3%	3.7%
17. In my school, student misbehavior interferes with learning.	3	12	5	10	3	33	50.0%	50.0%
18. Too much instructional time is spent administering assessments.	8	10		6	9	33	75.0%	25.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	8	9	4	33	41.4%	58.6%
20. Increased workload has contributed to a decline in my morale.	14	12		6	1	33	81.3%	18.8%
21. I am paid fairly.		15	8	10		33	45.5%	54.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	10	9	11	1	33	37.5%	62.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		8	13	11	1	33	25.0%	75.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	17	2	1		33	90.9%	9.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	21		5	4	32	82.1%	17.9%
26. In my position, I receive appropriate and adequate support and training.	3	18	1	11		33	63.6%	36.4%

2021-2022 HCEA Job Satisfaction Survey

ATHOLTON ES

27. During this current school year, I have experienced harassing behavior from colleagues.		2	18	13		33	6.1%	93.9%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		3	18	12		33	9.1%	90.9%
29. During this current school year, I have experienced harassing behavior from parents.	1	4	14	12	1	32	16.1%	83.9%
30. At my school I spend most of my PIP time on non-instructional activities.	1	4	3	14	10	32	22.7%	77.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		20			12	32	100.0%	0.0%
32. In my school, I spend too much time in meetings.	1	4	2	23	3	33	16.7%	83.3%
33. In my school, there is adequate support for special education students.	3	9	6	12	2	32	40.0%	60.0%