

**2021-2022 HCEA Job Satisfaction Survey**

**BUSHY PARK ES**

<b>Worksite</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Does not apply</b>	<b>Grand Total</b>	<b>% Agree</b>	<b>% Disagree</b>
1. Overall, morale at my worksite is good	5	22	2	15		44	61.4%	38.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	31		5		43	88.4%	11.6%
3. I personally feel successful in my work.	8	30	1	5		44	86.4%	13.6%
4. I feel involved in decision-making at my school/worksite.	7	23		10	3	43	75.0%	25.0%
5. I want to be involved in decision-making at my school/worksite.	9	28		2	4	43	94.9%	5.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	26	2	9		44	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	15	22		6	1	44	86.0%	14.0%
8. There is good teamwork among staff in my school/worksite.	10	30		4		44	90.9%	9.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	29	1	6	2	44	83.3%	16.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	24	1	4		43	88.4%	11.6%
11. My work performance is evaluated fairly.	20	23				43	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	13	11	16		44	38.6%	61.4%
13. I am provided adequate work and storage space to prepare for and do my job.	16	26		1		43	97.7%	2.3%
14. My administrators/supervisors respect the negotiated contracts.	21	23				44	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	14	22		2	6	44	94.7%	5.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	21	1	10	3	44	73.2%	26.8%
17. In my school, student misbehavior interferes with learning.	1	13	3	26	1	44	32.6%	67.4%
18. Too much instructional time is spent administering assessments.	11	15		9	9	44	74.3%	25.7%
19. HCPSS professional development experiences are meaningful and worthwhile.		10	10	22	1	43	23.8%	76.2%
20. Increased workload has contributed to a decline in my morale.	24	13		7		44	84.1%	15.9%
21. I am paid fairly.		15	8	21		44	34.1%	65.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	17	7	18		43	41.9%	58.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		11	12	20		43	25.6%	74.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	30	1	3		43	90.7%	9.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	31	1	3	5	44	89.7%	10.3%
26. In my position, I receive appropriate and adequate support and training.	5	26	1	10		42	73.8%	26.2%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	18	22	1	44	7.0%	93.0%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			25	18	1	44	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	9	11	22	1	44	23.3%	76.7%
30. At my school I spend most of my PIP time on non-instructional activities.		6	3	21	10	40	20.0%	80.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	27	1	2	11	43	90.6%	9.4%
32. In my school, I spend too much time in meetings.	4	20	2	14	2	42	60.0%	40.0%
33. In my school, there is adequate support for special education students.	3	19	6	14	1	43	52.4%	47.6%