

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	7	18	1	16		42	59.5%	40.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	18	1	10		42	73.8%	26.2%
3. I personally feel successful in my work.	9	26	1	5	1	42	85.4%	14.6%
4. I feel involved in decision-making at my school/worksite.	6	18	4	14		42	57.1%	42.9%
5. I want to be involved in decision-making at my school/worksite.	13	23	2	4		42	85.7%	14.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	22	2	10		42	71.4%	28.6%
7. In my school/worksite, I am treated as a professional.	14	22		5	1	42	87.8%	12.2%
8. There is good teamwork among staff in my school/worksite.	13	25		3		41	92.7%	7.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	22	2	7	6	41	74.3%	25.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	19	3	9	2	42	70.0%	30.0%
11. My work performance is evaluated fairly.	18	21		2	1	42	95.1%	4.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	14	4	19	1	42	43.9%	56.1%
13. I am provided adequate work and storage space to prepare for and do my job.	15	23		3		41	92.7%	7.3%
14. My administrators/supervisors respect the negotiated contracts.	18	22		2		42	95.2%	4.8%
15. My planning time is respected by my school administrations/supervisors.	13	19	1	4	5	42	86.5%	13.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	21	3	5	7	42	77.1%	22.9%
17. In my school, student misbehavior interferes with learning.	8	18	2	11	3	42	66.7%	33.3%
18. Too much instructional time is spent administering assessments.	14	12		6	10	42	81.3%	18.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	12	5	15	4	41	45.9%	54.1%
20. Increased workload has contributed to a decline in my morale.	16	16	1	8	1	42	78.0%	22.0%
21. I am paid fairly.	2	12	13	15		42	33.3%	66.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	15	6	18		42	42.9%	57.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	10	13	16		42	31.0%	69.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	25		2	1	41	95.0%	5.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	25	1	7	2	42	80.0%	20.0%
26. In my position, I receive appropriate and adequate support and training.	4	29	2	7		42	78.6%	21.4%

2021-2022 HCEA Job Satisfaction Survey

FOREST RIDGE ES

27. During this current school year, I have experienced harassing behavior from colleagues.	2	2	21	13	4	42	10.5%	89.5%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	26	9	4	42	7.9%	92.1%
29. During this current school year, I have experienced harassing behavior from parents.	3	4	13	17	4	41	18.9%	81.1%
30. At my school I spend most of my PIP time on non-instructional activities.	2	5	3	19	12	41	24.1%	75.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	17		9	14	41	66.7%	33.3%
32. In my school, I spend too much time in meetings.	3	7	2	26	4	42	26.3%	73.7%
33. In my school, there is adequate support for special education students.	3	13	13	12	1	42	39.0%	61.0%