

2021-2022 HCEA Job Satisfaction Survey

FULTON ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	25	7	19		55	52.7%	47.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	27	9	16		55	54.5%	45.5%
3. I personally feel successful in my work.	7	35	3	10		55	76.4%	23.6%
4. I feel involved in decision-making at my school/worksite.	2	24	7	18	3	54	51.0%	49.0%
5. I want to be involved in decision-making at my school/worksite.	12	28	3	7	5	55	80.0%	20.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	23	8	15		53	56.6%	43.4%
7. In my school/worksite, I am treated as a professional.	13	36	3	3		55	89.1%	10.9%
8. There is good teamwork among staff in my school/worksite.	10	30	2	12		54	74.1%	25.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	25	6	16	4	54	56.0%	44.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	33	1	6	1	55	87.0%	13.0%
11. My work performance is evaluated fairly.	10	34	4	6		54	81.5%	18.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	21	16	13		54	46.3%	53.7%
13. I am provided adequate work and storage space to prepare for and do my job.	8	28	8	9	1	54	67.9%	32.1%
14. My administrators/supervisors respect the negotiated contracts.	17	30	1	3	3	54	92.2%	7.8%
15. My planning time is respected by my school administrations/supervisors.	10	25	2	9	8	54	76.1%	23.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	25	4	11	8	55	68.1%	31.9%
17. In my school, student misbehavior interferes with learning.	10	25	5	13	2	55	66.0%	34.0%
18. Too much instructional time is spent administering assessments.	6	18	2	13	14	53	61.5%	38.5%
19. HCPSS professional development experiences are meaningful and worthwhile.		22	8	20	4	54	44.0%	56.0%
20. Increased workload has contributed to a decline in my morale.	22	18	3	8	3	54	78.4%	21.6%
21. I am paid fairly.	3	9	16	26		54	22.2%	77.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	24	13	15	1	54	47.2%	52.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	17	12	24		54	33.3%	66.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	21	24	2	4	1	52	88.2%	11.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	29	5	12	3	54	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	7	26	7	14		54	61.1%	38.9%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	5	28	18	1	53	11.5%	88.5%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	26	23	3	54	3.9%	96.1%
29. During this current school year, I have experienced harassing behavior from parents.	2	11	12	27	2	54	25.0%	75.0%
30. At my school I spend most of my PIP time on non-instructional activities.	3	10	5	22	14	54	32.5%	67.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	23	2	8	17	53	72.2%	27.8%
32. In my school, I spend too much time in meetings.	6	8	3	33	3	53	28.0%	72.0%
33. In my school, there is adequate support for special education students.	2	8	29	14	2	55	18.9%	81.1%