

2021-2022 HCEA Job Satisfaction Survey

GUILFORD ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good		8	18	18		44	18.2%	81.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	13	11	18		44	34.1%	65.9%
3. I personally feel successful in my work.	2	23	7	11		43	58.1%	41.9%
4. I feel involved in decision-making at my school/worksite.	3	13	8	19	1	44	37.2%	62.8%
5. I want to be involved in decision-making at my school/worksite.	12	29	2			43	95.3%	4.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	15	10	15		42	40.5%	59.5%
7. In my school/worksite, I am treated as a professional.	6	22	6	9		43	65.1%	34.9%
8. There is good teamwork among staff in my school/worksite.	1	24	7	12		44	56.8%	43.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	15	8	12	5	42	45.9%	54.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	2	24	6	11		43	60.5%	39.5%
11. My work performance is evaluated fairly.	5	30	3	4	2	44	83.3%	16.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		16	14	12		42	38.1%	61.9%
13. I am provided adequate work and storage space to prepare for and do my job.	4	24	10	6		44	63.6%	36.4%
14. My administrators/supervisors respect the negotiated contracts.	4	24	3	10	1	42	68.3%	31.7%
15. My planning time is respected by my school administrations/supervisors.	3	22	3	11	5	44	64.1%	35.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	13	11	10	6	43	43.2%	56.8%
17. In my school, student misbehavior interferes with learning.	25	14	2	1	1	43	92.9%	7.1%
18. Too much instructional time is spent administering assessments.	7	13		12	10	42	62.5%	37.5%
19. HCPSS professional development experiences are meaningful and worthwhile.		17	10	14	2	43	41.5%	58.5%
20. Increased workload has contributed to a decline in my morale.	19	14	4	5	1	43	78.6%	21.4%
21. I am paid fairly.		11	21	12		44	25.0%	75.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		12	10	21	1	44	27.9%	72.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	6	15	20	1	43	16.7%	83.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	7	26	2	6	2	43	80.5%	19.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	25	7	8	1	43	64.3%	35.7%
26. In my position, I receive appropriate and adequate support and training.	1	24	8	9		42	59.5%	40.5%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	9	11	21	2	44	23.8%	76.2%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		4	14	25	1	44	9.3%	90.7%
29. During this current school year, I have experienced harassing behavior from parents.	6	8	8	19	3	44	34.1%	65.9%
30. At my school I spend most of my PIP time on non-instructional activities.	5	10	3	13	12	43	48.4%	51.6%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		16	1	5	20	42	72.7%	27.3%
32. In my school, I spend too much time in meetings.	7	9	1	24	1	42	39.0%	61.0%
33. In my school, there is adequate support for special education students.	2	4	27	9	1	43	14.3%	85.7%