

**2021-2022 HCEA Job Satisfaction Survey**

**HAMMOND 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	3	16	9	14		42	45.2%	54.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	21	3	13		42	61.9%	38.1%
3. I personally feel successful in my work.	6	25	1	10		42	73.8%	26.2%
4. I feel involved in decision-making at my school/worksite.	5	19	3	15		42	57.1%	42.9%
5. I want to be involved in decision-making at my school/worksite.	10	27		4	1	42	90.2%	9.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	27	2	7		42	78.6%	21.4%
7. In my school/worksite, I am treated as a professional.	14	23	2	3		42	88.1%	11.9%
8. There is good teamwork among staff in my school/worksite.	12	24		6		42	85.7%	14.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	21	2	6	5	41	77.8%	22.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	18	5	11	1	42	61.0%	39.0%
11. My work performance is evaluated fairly.	12	26		2	1	41	95.0%	5.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	14	16	8	1	42	41.5%	58.5%
13. I am provided adequate work and storage space to prepare for and do my job.	13	24	1	4		42	88.1%	11.9%
14. My administrators/supervisors respect the negotiated contracts.	16	19	2	3	2	42	87.5%	12.5%
15. My planning time is respected by my school administrations/supervisors.	10	19	2	7	4	42	76.3%	23.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	26	2	5	3	42	82.1%	17.9%
17. In my school, student misbehavior interferes with learning.	5	17	2	15	3	42	56.4%	43.6%
18. Too much instructional time is spent administering assessments.	16	13	1	5	7	42	82.9%	17.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	10	7	22	2	42	27.5%	72.5%
20. Increased workload has contributed to a decline in my morale.	21	16	1	3	1	42	90.2%	9.8%
21. I am paid fairly.	1	11	15	14		41	29.3%	70.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	15	6	16	1	42	46.3%	53.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		13	14	13	2	42	32.5%	67.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	14	21	1	4	2	42	87.5%	12.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	21	1	9	3	42	74.4%	25.6%
26. In my position, I receive appropriate and adequate support and training.	5	22	2	12	1	42	65.9%	34.1%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	3	28	9	1	42	9.8%	90.2%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	24	14	1	42	7.3%	92.7%
29. During this current school year, I have experienced harassing behavior from parents.	2	9	11	17	3	42	28.2%	71.8%
30. At my school I spend most of my PIP time on non-instructional activities.	1	13	2	14	11	41	46.7%	53.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	18	1	7	11	41	73.3%	26.7%
32. In my school, I spend too much time in meetings.	13	9	3	14	3	42	56.4%	43.6%
33. In my school, there is adequate support for special education students.	5	9	13	14	1	42	34.1%	65.9%