

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	9	25	23	34		91	37.4%	62.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	51	6	20		90	71.1%	28.9%
3. I personally feel successful in my work.	13	45	7	26		91	63.7%	36.3%
4. I feel involved in decision-making at my school/worksite.	9	38	12	28	4	91	54.0%	46.0%
5. I want to be involved in decision-making at my school/worksite.	22	49	3	11	4	89	83.5%	16.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	46	6	14	2	91	77.5%	22.5%
7. In my school/worksite, I am treated as a professional.	30	50	4	7		91	87.9%	12.1%
8. There is good teamwork among staff in my school/worksite.	37	43	2	8		90	88.9%	11.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	25	46	3	5	12	91	89.9%	10.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	23	24	28	1	90	41.6%	58.4%
11. My work performance is evaluated fairly.	25	53	6	4	2	90	88.6%	11.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	26	23	24	7	91	44.0%	56.0%
13. I am provided adequate work and storage space to prepare for and do my job.	20	43	10	16	2	91	70.8%	29.2%
14. My administrators/supervisors respect the negotiated contracts.	34	49	3	3	1	90	93.3%	6.7%
15. My planning time is respected by my school administrations/supervisors.	30	41	3	3	13	90	92.2%	7.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	43	9	11	9	89	75.0%	25.0%
17. In my school, student misbehavior interferes with learning.	18	50	1	16	6	91	80.0%	20.0%
18. Too much instructional time is spent administering assessments.	10	28	5	32	15	90	50.7%	49.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	22	25	37	3	89	27.9%	72.1%
20. Increased workload has contributed to a decline in my morale.	35	26	4	21	5	91	70.9%	29.1%
21. I am paid fairly.	1	24	27	39		91	27.5%	72.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	18	47	21		89	23.6%	76.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	9	56	25		91	11.0%	89.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	50	5	9	1	91	84.4%	15.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	48	9	23	5	91	62.8%	37.2%
26. In my position, I receive appropriate and adequate support and training.	6	55	8	21		90	67.8%	32.2%

2021-2022 HCEA Job Satisfaction Survey

HAMMOND HS

27. During this current school year, I have experienced harassing behavior from colleagues.	1	2	54	33	1	91	3.3%	96.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	2	57	30		91	4.4%	95.6%
29. During this current school year, I have experienced harassing behavior from parents.	7	15	34	33	2	91	24.7%	75.3%
30. At my school I spend most of my PIP time on non-instructional activities.	4	16	10	37	24	91	29.9%	70.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	43	4	13	23	91	75.0%	25.0%
32. In my school, I spend too much time in meetings.		11	12	59	9	91	13.4%	86.6%
33. In my school, there is adequate support for special education students.	14	22	21	27	7	91	42.9%	57.1%