

## 2021-2022 HCEA Job Satisfaction Survey

Level	(All)
Worksite	(All)
Job Description	(All)
Bargaining Unit	(All)
Work in Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	400	1821	813	1579	8	4621
	8.7%	39.5%	17.6%	34.2%		
2. There is an atmosphere of open communication and trust in my school/worksite.	699	2287	446	1163	12	4607
	15.2%	49.8%	9.7%	25.3%		
3. I personally feel successful in my work.	804	2651	193	945	11	4604
	17.5%	57.7%	4.2%	20.6%		
4. I feel involved in decision-making at my school/worksite.	463	1941	530	1475	198	4607
	10.5%	44.0%	12.0%	33.5%		
5. I want to be involved in decision-making at my school/worksite.	993	2867	65	425	251	4601
	22.8%	65.9%	1.5%	9.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	919	2265	391	982	50	4607
	20.2%	49.7%	8.6%	21.5%		
7. In my school/worksite, I am treated as a professional.	1383	2518	135	556	13	4605
	30.1%	54.8%	2.9%	12.1%		
8. There is good teamwork among staff in my school/worksite.	1327	2498	146	613	16	4600
	28.9%	54.5%	3.2%	13.4%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	618	2344	319	816	484	4581
	15.1%	57.2%	7.8%	19.9%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	794	2188	490	1107	19	4598
	17.3%	47.8%	10.7%	24.2%		
11. My work performance is evaluated fairly.	1324	2673	106	379	107	4589
	29.5%	59.6%	2.4%	8.5%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	431	1516	1065	1389	189	4590
	9.8%	34.4%	24.2%	31.6%		
13. I am provided adequate work and storage space to prepare for and do my job.	1104	2692	199	567	47	4609
	24.2%	59.0%	4.4%	12.4%		
14. My administrators/supervisors respect the negotiated contracts.	1614	2542	62	304	63	4585
	35.7%	56.2%	1.4%	6.7%		

## 2021-2022 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	1067	2128	139	487	767	4588
	27.9%	55.7%	3.6%	12.7%		
16. In my school, administrators/supervisors support me in enforcing discipline.	719	2119	338	765	644	4585
	18.2%	53.8%	8.6%	19.4%		
17. In my school, student misbehavior interferes with learning.	873	1780	269	1254	418	4594
	20.9%	42.6%	6.4%	30.0%		
18. Too much instructional time is spent administering assessments.	819	1622	103	1118	925	4587
	22.4%	44.3%	2.8%	30.5%		
19. HCPSS professional development experiences are meaningful and worthwhile.	174	1548	897	1732	224	4575
	4.0%	35.6%	20.6%	39.8%		
20. Increased workload has contributed to a decline in my morale.	1951	1569	145	770	166	4601
	44.0%	35.4%	3.3%	17.4%		
21. I am paid fairly.	151	1394	1303	1739	10	4597
	3.3%	30.4%	28.4%	37.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	250	1706	1035	1483	75	4549
	5.6%	38.1%	23.1%	33.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	107	1135	1444	1772	91	4549
	2.4%	25.5%	32.4%	39.7%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	1143	2691	162	454	98	4548
	25.7%	60.5%	3.6%	10.2%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	446	2519	306	911	398	4580
	10.7%	60.2%	7.3%	21.8%		
26. In my position, I receive appropriate and adequate support and training.	507	2665	262	1099	40	4573
	11.2%	58.8%	5.8%	24.2%		
27. During this current school year, I have experienced harassing behavior from colleagues.	89	298	2497	1632	86	4602
	2.0%	6.6%	55.3%	36.1%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	74	202	2614	1629	81	4600
	1.6%	4.5%	57.8%	36.0%		
29. During this current school year, I have experienced harassing behavior from parents.	243	798	1539	1816	208	4604
	5.5%	18.2%	35.0%	41.3%		

## 2021-2022 HCEA Job Satisfaction Survey

30. At my school I spend most of my PIP time on non-instructional activities.	257	959	323	1671	1356	4566
	8.0%	29.9%	10.1%	52.1%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	275	2050	192	601	1418	4536
	8.8%	65.7%	6.2%	19.3%		
32. In my school, I spend too much time in meetings.	395	1045	292	2391	468	4591
	9.6%	25.3%	7.1%	58.0%		
33. In my school, there is adequate support for special education students.	273	1147	1304	1482	376	4582
	6.5%	27.3%	31.0%	35.2%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Job Description	(All)
Bargaining Unit	(All)
Work in Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	252	909	286	687	1	2135
	11.8%	42.6%	13.4%	32.2%		
2. There is an atmosphere of open communication and trust in my school/worksite.	425	1096	155	451	1	2128
	20.0%	51.5%	7.3%	21.2%		
3. I personally feel successful in my work.	377	1228	84	434	4	2127
	17.8%	57.8%	4.0%	20.4%		
4. I feel involved in decision-making at my school/worksite.	261	1001	178	603	85	2128
	12.8%	49.0%	8.7%	29.5%		
5. I want to be involved in decision-making at my school/worksite.	497	1339	20	156	112	2124
	24.7%	66.6%	1.0%	7.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	495	1082	131	399	18	2125
	23.5%	51.4%	6.2%	18.9%		
7. In my school/worksite, I am treated as a professional.	749	1151	46	175	7	2128
	35.3%	54.3%	2.2%	8.3%		
8. There is good teamwork among staff in my school/worksite.	710	1132	48	232	5	2127
	33.5%	53.3%	2.3%	10.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	289	1126	124	384	194	2117
	15.0%	58.6%	6.4%	20.0%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	383	1038	213	482	8	2124
	18.1%	49.1%	10.1%	22.8%		
11. My work performance is evaluated fairly.	715	1191	32	138	44	2120
	34.4%	57.4%	1.5%	6.6%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	198	733	424	685	81	2121
	9.7%	35.9%	20.8%	33.6%		
13. I am provided adequate work and storage space to prepare for and do my job.	486	1243	102	278	22	2131
	23.0%	58.9%	4.8%	13.2%		

## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	868	1065	27	125	35	2120
	41.6%	51.1%	1.3%	6.0%		
15. My planning time is respected by my school administrations/supervisors.	576	984	46	182	337	2125
	32.2%	55.0%	2.6%	10.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	455	1071	99	259	245	2129
	24.2%	56.8%	5.3%	13.7%		
17. In my school, student misbehavior interferes with learning.	402	875	116	610	124	2127
	20.1%	43.7%	5.8%	30.5%		
18. Too much instructional time is spent administering assessments.	415	754	32	482	437	2120
	24.7%	44.8%	1.9%	28.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	94	767	346	822	80	2109
	4.6%	37.8%	17.1%	40.5%		
20. Increased workload has contributed to a decline in my morale.	891	750	56	354	77	2128
	43.4%	36.6%	2.7%	17.3%		
21. I am paid fairly.	63	586	648	825	4	2126
	3.0%	27.6%	30.5%	38.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	127	853	426	673	34	2113
	6.1%	41.0%	20.5%	32.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	51	565	612	844	38	2110
	2.5%	27.3%	29.5%	40.7%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	573	1249	64	173	47	2106
	27.8%	60.7%	3.1%	8.4%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	230	1240	105	376	172	2123
	11.8%	63.6%	5.4%	19.3%		
26. In my position, I receive appropriate and adequate support and training.	274	1221	109	494	14	2112
	13.1%	58.2%	5.2%	23.5%		
27. During this current school year, I have experienced harassing behavior from colleagues.	38	138	1217	702	35	2130
	1.8%	6.6%	58.1%	33.5%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	29	58	1336	669	35	2127
	1.4%	2.8%	63.9%	32.0%		

## 2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	88	314	793	871	65	2131
	4.3%	15.2%	38.4%	42.2%		
30. At my school I spend most of my PIP time on non-instructional activities.	86	433	153	785	648	2105
	5.9%	29.7%	10.5%	53.9%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	126	1028	40	197	704	2095
	9.1%	73.9%	2.9%	14.2%		
32. In my school, I spend too much time in meetings.	234	525	120	1083	157	2119
	11.9%	26.8%	6.1%	55.2%		
33. In my school, there is adequate support for special education students.	96	394	874	670	91	2125
	4.7%	19.4%	43.0%	32.9%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Job Description	(All)
Bargaining Unit	(All)
Work in Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	43	358	227	374	4	1006
	4.3%	35.7%	22.7%	37.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	75	484	130	313	3	1005
	7.5%	48.3%	13.0%	31.2%		
3. I personally feel successful in my work.	165	572	45	219	2	1003
	16.5%	57.1%	4.5%	21.9%		
4. I feel involved in decision-making at my school/worksite.	73	389	147	355	44	1008
	7.6%	40.4%	15.2%	36.8%		
5. I want to be involved in decision-making at my school/worksite.	207	608	19	120	53	1007
	21.7%	63.7%	2.0%	12.6%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	139	480	114	262	13	1008
	14.0%	48.2%	11.5%	26.3%		
7. In my school/worksite, I am treated as a professional.	239	559	38	168		1004
	23.8%	55.7%	3.8%	16.7%		
8. There is good teamwork among staff in my school/worksite.	252	576	31	143	3	1005
	25.1%	57.5%	3.1%	14.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	116	509	109	216	50	1000
	12.2%	53.6%	11.5%	22.7%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	155	484	110	256	1	1006
	15.4%	48.2%	10.9%	25.5%		
11. My work performance is evaluated fairly.	227	614	26	106	31	1004
	23.3%	63.1%	2.7%	10.9%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	68	285	294	321	36	1004
	7.0%	29.4%	30.4%	33.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	264	571	43	119	9	1006
	26.5%	57.3%	4.3%	11.9%		

## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	273	636	10	72	9	1000
	27.5%	64.2%	1.0%	7.3%		
15. My planning time is respected by my school administrations/supervisors.	181	474	54	154	137	1000
	21.0%	54.9%	6.3%	17.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	113	465	98	228	91	995
	12.5%	51.4%	10.8%	25.2%		
17. In my school, student misbehavior interferes with learning.	242	383	70	266	39	1000
	25.2%	39.9%	7.3%	27.7%		
18. Too much instructional time is spent administering assessments.	151	380	25	318	127	1001
	17.3%	43.5%	2.9%	36.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	33	329	198	397	44	1001
	3.4%	34.4%	20.7%	41.5%		
20. Increased workload has contributed to a decline in my morale.	472	329	30	148	27	1006
	48.2%	33.6%	3.1%	15.1%		
21. I am paid fairly.	32	338	269	361	2	1002
	3.2%	33.8%	26.9%	36.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	39	362	223	345	18	987
	4.0%	37.4%	23.0%	35.6%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	21	240	303	403	22	989
	2.2%	24.8%	31.3%	41.7%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	244	580	38	105	27	994
	25.2%	60.0%	3.9%	10.9%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	83	530	80	212	83	988
	9.2%	58.6%	8.8%	23.4%		
26. In my position, I receive appropriate and adequate support and training.	93	587	59	247	11	997
	9.4%	59.5%	6.0%	25.1%		
27. During this current school year, I have experienced harassing behavior from colleagues.	15	71	515	385	14	1000
	1.5%	7.2%	52.2%	39.0%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	22	54	509	398	19	1002
	2.2%	5.5%	51.8%	40.5%		



## 2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	55	205	299	409	34	1002
	5.7%	21.2%	30.9%	42.3%		
30. At my school I spend most of my PIP time on non-instructional activities.	85	252	54	379	224	994
	11.0%	32.7%	7.0%	49.2%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	70	487	59	144	223	983
	9.2%	64.1%	7.8%	18.9%		
32. In my school, I spend too much time in meetings.	81	236	60	528	96	1001
	9.0%	26.1%	6.6%	58.3%		
33. In my school, there is adequate support for special education students.	59	279	221	388	48	995
	6.2%	29.5%	23.3%	41.0%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Job Description	(All)
Bargaining Unit	(All)
Work in Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	60	402	247	410	2	1121
	5.4%	35.9%	22.1%	36.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	135	533	130	313	7	1118
	12.2%	48.0%	11.7%	28.2%		
3. I personally feel successful in my work.	185	650	53	222	4	1114
	16.7%	58.6%	4.8%	20.0%		
4. I feel involved in decision-making at my school/worksite.	88	392	166	409	57	1112
	8.3%	37.2%	15.7%	38.8%		
5. I want to be involved in decision-making at my school/worksite.	201	687	21	139	63	1111
	19.2%	65.6%	2.0%	13.3%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	210	529	111	247	16	1113
	19.1%	48.2%	10.1%	22.5%		
7. In my school/worksite, I am treated as a professional.	285	610	42	173	3	1113
	25.7%	55.0%	3.8%	15.6%		
8. There is good teamwork among staff in my school/worksite.	251	615	53	187	6	1112
	22.7%	55.6%	4.8%	16.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	165	588	70	168	116	1107
	16.6%	59.3%	7.1%	17.0%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	178	495	138	295	5	1111
	16.1%	44.8%	12.5%	26.7%		
11. My work performance is evaluated fairly.	270	676	39	105	17	1107
	24.8%	62.0%	3.6%	9.6%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	89	340	303	335	40	1107
	8.3%	31.9%	28.4%	31.4%		

## 2021-2022 HCEA Job Satisfaction Survey

13. I am provided adequate work and storage space to prepare for and do my job.	248	665	49	141	10	1113
	22.5%	60.3%	4.4%	12.8%		
14. My administrators/supervisors respect the negotiated contracts.	333	665	17	78	14	1107
	30.5%	60.8%	1.6%	7.1%		
15. My planning time is respected by my school administrations/supervisors.	238	554	34	130	150	1106
	24.9%	57.9%	3.6%	13.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	117	491	128	251	117	1104
	11.9%	49.7%	13.0%	25.4%		
17. In my school, student misbehavior interferes with learning.	187	444	68	340	72	1111
	18.0%	42.7%	6.5%	32.7%		
18. Too much instructional time is spent administering assessments.	236	436	25	263	150	1110
	24.6%	45.4%	2.6%	27.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	27	294	310	431	44	1106
	2.5%	27.7%	29.2%	40.6%		
20. Increased workload has contributed to a decline in my morale.	501	376	32	166	32	1107
	46.6%	35.0%	3.0%	15.4%		
21. I am paid fairly.	29	332	318	431	1	1111
	2.6%	29.9%	28.6%	38.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	43	331	331	380	14	1099
	4.0%	30.5%	30.5%	35.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	17	203	453	412	16	1101
	1.6%	18.7%	41.8%	38.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	249	642	46	144	14	1095
	23.0%	59.4%	4.3%	13.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	91	567	98	258	97	1111
	9.0%	55.9%	9.7%	25.4%		
26. In my position, I receive appropriate and adequate support and training.	87	652	79	284	6	1108
	7.9%	59.2%	7.2%	25.8%		
27. During this current school year, I have experienced harassing behavior from colleagues.	26	55	586	418	26	1111
	2.4%	5.1%	54.0%	38.5%		

## 2021-2022 HCEA Job Satisfaction Survey

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	15	65	570	443	17	1110
	1.4%	5.9%	52.2%	40.5%		
29. During this current school year, I have experienced harassing behavior from parents.	89	232	322	435	33	1111
	8.3%	21.5%	29.9%	40.4%		
30. At my school I spend most of my PIP time on non-instructional activities.	80	250	93	438	248	1109
	9.3%	29.0%	10.8%	50.9%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	52	467	86	237	259	1101
	6.2%	55.5%	10.2%	28.1%		
32. In my school, I spend too much time in meetings.	64	237	82	646	83	1112
	6.2%	23.0%	8.0%	62.8%		
33. In my school, there is adequate support for special education students.	80	394	172	371	88	1105
	7.9%	38.7%	16.9%	36.5%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	(All)
Worksite	(All)
Job Description	(All)
Bargaining Unit	Certificated
Work in Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	236	1244	658	1216	5	3359
	7.0%	37.1%	19.6%	36.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	497	1643	346	859	6	3351
	14.9%	49.1%	10.3%	25.7%		
3. I personally feel successful in my work.	531	1913	157	744	4	3349
	15.9%	57.2%	4.7%	22.2%		
4. I feel involved in decision-making at my school/worksite.	323	1405	391	1088	138	3345
	10.1%	43.8%	12.2%	33.9%		
5. I want to be involved in decision-making at my school/worksite.	791	2094	49	312	101	3347
	24.4%	64.5%	1.5%	9.6%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	696	1625	291	717	24	3353
	20.9%	48.8%	8.7%	21.5%		
7. In my school/worksite, I am treated as a professional.	1076	1766	102	401	4	3349
	32.2%	52.8%	3.0%	12.0%		
8. There is good teamwork among staff in my school/worksite.	956	1838	107	438	7	3346
	28.6%	55.0%	3.2%	13.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	444	1738	237	592	314	3325
	14.7%	57.7%	7.9%	19.7%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	555	1538	383	863	5	3344
	16.6%	46.1%	11.5%	25.8%		
11. My work performance is evaluated fairly.	991	1958	75	268	51	3343
	30.1%	59.5%	2.3%	8.1%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	269	1019	932	1110	10	3340
	8.1%	30.6%	28.0%	33.3%		
13. I am provided adequate work and storage space to prepare for and do my job.	851	1904	152	439	6	3352
	25.4%	56.9%	4.5%	13.1%		

## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	1257	1820	40	209	15	3341
	37.8%	54.7%	1.2%	6.3%		
15. My planning time is respected by my school administrations/supervisors.	937	1783	107	411	102	3340
	28.9%	55.1%	3.3%	12.7%		
16. In my school, administrators/supervisors support me in enforcing discipline.	563	1625	267	608	277	3340
	18.4%	53.1%	8.7%	19.8%		
17. In my school, student misbehavior interferes with learning.	605	1325	234	1039	146	3349
	18.9%	41.4%	7.3%	32.4%		
18. Too much instructional time is spent administering assessments.	714	1318	82	859	369	3342
	24.0%	44.3%	2.8%	28.9%		
19. HCPSS professional development experiences are meaningful and worthwhile.	90	1065	767	1359	52	3333
	2.7%	32.5%	23.4%	41.4%		
20. Increased workload has contributed to a decline in my morale.	1683	1127	83	407	58	3358
	51.0%	34.2%	2.5%	12.3%		
21. I am paid fairly.	116	1071	890	1264	4	3345
	3.5%	32.1%	26.6%	37.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	160	1168	833	1120	42	3323
	4.9%	35.6%	25.4%	34.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	50	737	1158	1317	55	3317
	1.5%	22.6%	35.5%	40.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	883	1963	102	327	45	3320
	27.0%	59.9%	3.1%	10.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	329	1884	245	727	154	3339
	10.3%	59.2%	7.7%	22.8%		
26. In my position, I receive appropriate and adequate support and training.	377	1940	181	810	20	3328
	11.4%	58.6%	5.5%	24.5%		
27. During this current school year, I have experienced harassing behavior from colleagues.	63	213	1876	1161	37	3350
	1.9%	6.4%	56.6%	35.0%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	48	155	1949	1157	39	3348
	1.5%	4.7%	58.9%	35.0%		

## 2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	183	610	1144	1374	39	3350
	5.5%	18.4%	34.6%	41.5%		
30. At my school I spend most of my PIP time on non-instructional activities.	235	876	285	1521	402	3319
	8.1%	30.0%	9.8%	52.1%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	254	1857	173	543	467	3294
	9.0%	65.7%	6.1%	19.2%		
32. In my school, I spend too much time in meetings.	362	904	201	1772	97	3336
	11.2%	27.9%	6.2%	54.7%		
33. In my school, there is adequate support for special education students.	186	856	1021	1156	114	3333
	5.8%	26.6%	31.7%	35.9%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Job Description	(All)
Bargaining Unit	Certificated
Work in Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	157	628	218	495		1498
	10.5%	41.9%	14.6%	33.0%		
2. There is an atmosphere of open communication and trust in my school/worksite.	306	771	114	304		1495
	20.5%	51.6%	7.6%	20.3%		
3. I personally feel successful in my work.	244	851	68	331		1494
	16.3%	57.0%	4.6%	22.2%		
4. I feel involved in decision-making at my school/worksite.	182	701	120	430	59	1492
	12.7%	48.9%	8.4%	30.0%		
5. I want to be involved in decision-making at my school/worksite.	389	942	13	102	45	1491
	26.9%	65.1%	0.9%	7.1%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	369	756	92	267	8	1492
	24.9%	50.9%	6.2%	18.0%		
7. In my school/worksite, I am treated as a professional.	586	766	31	111	1	1495
	39.2%	51.3%	2.1%	7.4%		
8. There is good teamwork among staff in my school/worksite.	504	804	35	148	2	1493
	33.8%	53.9%	2.3%	9.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	206	797	81	259	138	1481
	15.3%	59.3%	6.0%	19.3%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	258	716	151	362	1	1488
	17.4%	48.2%	10.2%	24.3%		
11. My work performance is evaluated fairly.	528	832	22	93	15	1490
	35.8%	56.4%	1.5%	6.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	121	466	369	531	1	1488
	8.1%	31.3%	24.8%	35.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	371	845	76	205	2	1499
	24.8%	56.4%	5.1%	13.7%		



## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	675	716	16	78	5	1490
	45.5%	48.2%	1.1%	5.3%		
15. My planning time is respected by my school administrations/supervisors.	500	791	30	143	30	1494
	34.2%	54.0%	2.0%	9.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	347	785	69	182	111	1494
	25.1%	56.8%	5.0%	13.2%		
17. In my school, student misbehavior interferes with learning.	252	611	94	486	51	1494
	17.5%	42.3%	6.5%	33.7%		
18. Too much instructional time is spent administering assessments.	347	582	20	344	196	1489
	26.8%	45.0%	1.5%	26.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	45	502	287	627	22	1483
	3.1%	34.4%	19.6%	42.9%		
20. Increased workload has contributed to a decline in my morale.	754	510	32	173	29	1498
	51.3%	34.7%	2.2%	11.8%		
21. I am paid fairly.	51	438	429	575	1	1494
	3.4%	29.3%	28.7%	38.5%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	86	575	319	490	19	1489
	5.9%	39.1%	21.7%	33.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	24	357	463	618	22	1484
	1.6%	24.4%	31.7%	42.3%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	432	884	33	115	21	1485
	29.5%	60.4%	2.3%	7.9%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	166	883	79	296	70	1494
	11.7%	62.0%	5.5%	20.8%		
26. In my position, I receive appropriate and adequate support and training.	209	846	71	353	4	1483
	14.1%	57.2%	4.8%	23.9%		
27. During this current school year, I have experienced harassing behavior from colleagues.	24	97	890	472	12	1495
	1.6%	6.5%	60.0%	31.8%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	17	42	985	437	15	1496
	1.1%	2.8%	66.5%	29.5%		

## 2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	57	223	580	623	14	1497
	3.8%	15.0%	39.1%	42.0%		
30. At my school I spend most of my PIP time on non-instructional activities.	77	388	131	698	179	1473
	6.0%	30.0%	10.1%	53.9%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	118	921	32	166	227	1464
	9.5%	74.5%	2.6%	13.4%		
32. In my school, I spend too much time in meetings.	216	439	76	735	21	1487
	14.7%	29.9%	5.2%	50.1%		
33. In my school, there is adequate support for special education students.	56	259	662	483	30	1490
	3.8%	17.7%	45.3%	33.1%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Job Description	(All)
Bargaining Unit	Certificated
Work in Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	19	248	199	319	2	787
	2.4%	31.6%	25.4%	40.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	49	369	112	252	3	785
	6.3%	47.2%	14.3%	32.2%		
3. I personally feel successful in my work.	109	445	41	186	2	783
	14.0%	57.0%	5.2%	23.8%		
4. I feel involved in decision-making at my school/worksite.	57	303	114	281	29	784
	7.5%	40.1%	15.1%	37.2%		
5. I want to be involved in decision-making at my school/worksite.	179	476	17	94	22	788
	23.4%	62.1%	2.2%	12.3%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	104	359	96	221	8	788
	13.3%	46.0%	12.3%	28.3%		
7. In my school/worksite, I am treated as a professional.	187	421	33	141		782
	23.9%	53.8%	4.2%	18.0%		
8. There is good teamwork among staff in my school/worksite.	195	453	24	112	1	785
	24.9%	57.8%	3.1%	14.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	88	400	90	166	35	779
	11.8%	53.8%	12.1%	22.3%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	111	368	93	213		785
	14.1%	46.9%	11.8%	27.1%		
11. My work performance is evaluated fairly.	170	489	23	80	23	785
	22.3%	64.2%	3.0%	10.5%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	48	213	263	260		784
	6.1%	27.2%	33.5%	33.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	214	436	35	97	1	783
	27.4%	55.8%	4.5%	12.4%		

## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	215	496	10	59	2	782
	27.6%	63.6%	1.3%	7.6%		
15. My planning time is respected by my school administrations/supervisors.	163	418	48	135	16	780
	21.3%	54.7%	6.3%	17.7%		
16. In my school, administrators/supervisors support me in enforcing discipline.	88	371	84	196	40	779
	11.9%	50.2%	11.4%	26.5%		
17. In my school, student misbehavior interferes with learning.	183	299	68	226	8	784
	23.6%	38.5%	8.8%	29.1%		
18. Too much instructional time is spent administering assessments.	138	326	23	254	43	784
	18.6%	44.0%	3.1%	34.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	20	246	173	330	15	784
	2.6%	32.0%	22.5%	42.9%		
20. Increased workload has contributed to a decline in my morale.	422	248	24	86	7	787
	54.1%	31.8%	3.1%	11.0%		
21. I am paid fairly.	28	269	192	291	2	782
	3.6%	34.5%	24.6%	37.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	266	193	280	10	774
	3.3%	34.8%	25.3%	36.6%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	13	170	265	312	14	774
	1.7%	22.4%	34.9%	41.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	204	449	25	86	13	777
	26.7%	58.8%	3.3%	11.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	62	431	68	180	35	776
	8.4%	58.2%	9.2%	24.3%		
26. In my position, I receive appropriate and adequate support and training.	65	466	47	194	9	781
	8.4%	60.4%	6.1%	25.1%		
27. During this current school year, I have experienced harassing behavior from colleagues.	13	57	410	295	8	783
	1.7%	7.4%	52.9%	38.1%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	19	44	390	316	13	782
	2.5%	5.7%	50.7%	41.1%		

2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	46	162	230	336	8	782
	5.9%	20.9%	29.7%	43.4%		
30. At my school I spend most of my PIP time on non-instructional activities.	80	234	49	351	64	778
	11.2%	32.8%	6.9%	49.2%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	66	449	55	134	66	770
	9.4%	63.8%	7.8%	19.0%		
32. In my school, I spend too much time in meetings.	77	220	43	421	20	781
	10.1%	28.9%	5.7%	55.3%		
33. In my school, there is adequate support for special education students.	42	216	190	320	11	779
	5.5%	28.1%	24.7%	41.7%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Job Description	(All)
Bargaining Unit	Certificated
Work in Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	40	294	214	343	2	893
	4.5%	33.0%	24.0%	38.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	107	420	109	252	3	891
	12.0%	47.3%	12.3%	28.4%		
3. I personally feel successful in my work.	142	517	42	187	2	890
	16.0%	58.2%	4.7%	21.1%		
4. I feel involved in decision-making at my school/worksite.	63	318	139	322	46	888
	7.5%	37.8%	16.5%	38.2%		
5. I want to be involved in decision-making at my school/worksite.	168	561	17	113	26	885
	19.6%	65.3%	2.0%	13.2%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	180	421	92	190	7	890
	20.4%	47.7%	10.4%	21.5%		
7. In my school/worksite, I am treated as a professional.	242	479	35	132	2	890
	27.3%	53.9%	3.9%	14.9%		
8. There is good teamwork among staff in my school/worksite.	196	498	40	150	3	887
	22.2%	56.3%	4.5%	17.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	118	477	58	139	90	882
	14.9%	60.2%	7.3%	17.6%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	145	373	124	244	2	888
	16.4%	42.1%	14.0%	27.5%		
11. My work performance is evaluated fairly.	224	536	28	89	10	887
	25.5%	61.1%	3.2%	10.1%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	63	259	269	290	6	887
	7.2%	29.4%	30.5%	32.9%		
13. I am provided adequate work and storage space to prepare for and do my job.	206	525	39	117	2	889
	23.2%	59.2%	4.4%	13.2%		

## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	280	529	10	61	6	886
	31.8%	60.1%	1.1%	6.9%		
15. My planning time is respected by my school administrations/supervisors.	217	505	25	121	17	885
	25.0%	58.2%	2.9%	13.9%		
16. In my school, administrators/supervisors support me in enforcing discipline.	102	414	106	214	48	884
	12.2%	49.5%	12.7%	25.6%		
17. In my school, student misbehavior interferes with learning.	146	362	63	302	18	891
	16.7%	41.5%	7.2%	34.6%		
18. Too much instructional time is spent administering assessments.	215	374	24	224	52	889
	25.7%	44.7%	2.9%	26.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	18	228	280	357	3	886
	2.0%	25.8%	31.7%	40.4%		
20. Increased workload has contributed to a decline in my morale.	453	305	19	101	12	890
	51.6%	34.7%	2.2%	11.5%		
21. I am paid fairly.	24	289	235	339	1	888
	2.7%	32.6%	26.5%	38.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	249	288	304	10	884
	3.8%	28.5%	33.0%	34.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	153	384	326	13	884
	0.9%	17.6%	44.1%	37.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	206	518	37	112	8	881
	23.6%	59.3%	4.2%	12.8%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	77	460	88	216	46	887
	9.2%	54.7%	10.5%	25.7%		
26. In my position, I receive appropriate and adequate support and training.	75	527	56	223	4	885
	8.5%	59.8%	6.4%	25.3%		
27. During this current school year, I have experienced harassing behavior from colleagues.	21	39	482	331	16	889
	2.4%	4.5%	55.2%	37.9%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	11	58	464	344	10	887
	1.3%	6.6%	52.9%	39.2%		

## 2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	71	196	259	355	8	889
	8.1%	22.2%	29.4%	40.3%		
30. At my school I spend most of my PIP time on non-instructional activities.	75	238	87	417	71	888
	9.2%	29.1%	10.6%	51.0%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	48	439	83	224	86	880
	6.0%	55.3%	10.5%	28.2%		
32. In my school, I spend too much time in meetings.	58	217	60	538	15	888
	6.6%	24.9%	6.9%	61.6%		
33. In my school, there is adequate support for special education students.	63	334	142	315	28	882
	7.4%	39.1%	16.6%	36.9%		



## 2021-2022 HCEA Job Satisfaction Survey

Level	(All)
Worksite	(All)
Job Description	(All)
Bargaining Unit	ESP
Work in Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	130	440	122	278	2	972
	13.4%	45.4%	12.6%	28.7%	100.0%	
2. There is an atmosphere of open communication and trust in my school/worksite.	168	483	77	237	3	968
	17.4%	50.1%	8.0%	24.6%	100.0%	
3. I personally feel successful in my work.	216	573	29	146	6	970
	22.4%	59.4%	3.0%	15.1%	100.0%	
4. I feel involved in decision-making at my school/worksite.	116	414	103	291	50	974
	12.6%	44.8%	11.1%	31.5%	100.0%	
5. I want to be involved in decision-making at my school/worksite.	151	601	13	88	115	968
	17.7%	70.5%	1.5%	10.3%	100.0%	
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	172	499	74	205	19	969
	18.1%	52.5%	7.8%	21.6%	100.0%	
7. In my school/worksite, I am treated as a professional.	233	580	26	123	7	969
	24.2%	60.3%	2.7%	12.8%	100.0%	
8. There is good teamwork among staff in my school/worksite.	291	498	31	143	7	970
	30.2%	51.7%	3.2%	14.8%	100.0%	
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	136	465	60	173	135	969
	16.3%	55.8%	7.2%	20.7%	100.0%	
10. My working environment (i.e. safety, cleanliness) is conducive to success.	185	503	87	185	10	970
	19.3%	52.4%	9.1%	19.3%	100.0%	
11. My work performance is evaluated fairly.	248	558	26	86	44	962
	27.0%	60.8%	2.8%	9.4%	100.0%	
12. I am provided adequate time during the workday to plan, prepare for and do my job.	120	384	91	221	152	968
	14.7%	47.1%	11.2%	27.1%	100.0%	
13. I am provided adequate work and storage space to prepare for and do my job.	201	605	39	98	29	972
	21.3%	64.2%	4.1%	10.4%	100.0%	

## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	268	559	18	79	39	963
	29.0%	60.5%	1.9%	8.5%	100.0%	
15. My planning time is respected by my school administrations/supervisors.	80	220	25	53	591	969
	21.2%	58.2%	6.6%	14.0%	100.0%	
16. In my school, administrators/supervisors support me in enforcing discipline.	113	369	55	124	304	965
	17.1%	55.8%	8.3%	18.8%	100.0%	
17. In my school, student misbehavior interferes with learning.	208	355	30	149	225	967
	28.0%	47.8%	4.0%	20.1%	100.0%	
18. Too much instructional time is spent administering assessments.	75	228	19	186	456	964
	14.8%	44.9%	3.7%	36.6%	100.0%	
19. HCPSS professional development experiences are meaningful and worthwhile.	65	362	97	292	148	964
	8.0%	44.4%	11.9%	35.8%	100.0%	
20. Increased workload has contributed to a decline in my morale.	194	336	53	296	83	962
	22.1%	38.2%	6.0%	33.7%	100.0%	
21. I am paid fairly.	24	244	335	368	3	974
	2.5%	25.1%	34.5%	37.9%	100.0%	
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	69	412	169	274	24	948
	7.5%	44.6%	18.3%	29.7%	100.0%	
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	47	306	226	353	23	955
	5.0%	32.8%	24.2%	37.9%	100.0%	
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	195	582	50	95	34	956
	21.1%	63.1%	5.4%	10.3%	100.0%	
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	85	473	51	146	208	963
	11.3%	62.6%	6.8%	19.3%	100.0%	
26. In my position, I receive appropriate and adequate support and training.	91	559	70	228	18	966
	9.6%	59.0%	7.4%	24.1%	100.0%	
27. During this current school year, I have experienced harassing behavior from colleagues.	22	65	492	361	32	972
	2.3%	6.9%	52.3%	38.4%	100.0%	
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	21	40	521	359	30	971
	2.2%	4.3%	55.4%	38.2%	100.0%	

## 2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	49	142	313	332	135	971
	5.9%	17.0%	37.4%	39.7%	100.0%	
30. At my school I spend most of my PIP time on non-instructional activities.	11	40	17	78	822	968
	7.5%	27.4%	11.6%	53.4%	100.0%	
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	11	97	11	38	809	966
	7.0%	61.8%	7.0%	24.2%	100.0%	
32. In my school, I spend too much time in meetings.	22	90	68	475	318	973
	3.4%	13.7%	10.4%	72.5%	100.0%	
33. In my school, there is adequate support for special education students.	62	214	228	244	220	968
	8.3%	28.6%	30.5%	32.6%	100.0%	

## 2021-2022 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Job Description	(All)
Bargaining Unit	ESP
Work in Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	73	217	58	153		501
	14.6%	43.3%	11.6%	30.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	96	247	35	120	1	499
	19.3%	49.6%	7.0%	24.1%		
3. I personally feel successful in my work.	107	294	15	80	4	500
	21.6%	59.3%	3.0%	16.1%		
4. I feel involved in decision-making at my school/worksite.	65	235	45	134	22	501
	13.6%	49.1%	9.4%	28.0%		
5. I want to be involved in decision-making at my school/worksite.	85	318	5	40	52	500
	19.0%	71.0%	1.1%	8.9%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	93	264	35	101	6	499
	18.9%	53.5%	7.1%	20.5%		
7. In my school/worksite, I am treated as a professional.	123	302	13	56	5	499
	24.9%	61.1%	2.6%	11.3%		
8. There is good teamwork among staff in my school/worksite.	162	256	12	68	2	500
	32.5%	51.4%	2.4%	13.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	69	248	34	102	47	500
	15.2%	54.7%	7.5%	22.5%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	98	245	53	99	5	500
	19.8%	49.5%	10.7%	20.0%		
11. My work performance is evaluated fairly.	138	291	9	38	21	497
	29.0%	61.1%	1.9%	8.0%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	52	210	45	127	67	501
	12.0%	48.4%	10.4%	29.3%		

## 2021-2022 HCEA Job Satisfaction Survey

13. I am provided adequate work and storage space to prepare for and do my job.	88	310	23	63	16	500
	18.2%	64.0%	4.8%	13.0%		
14. My administrators/supervisors respect the negotiated contracts.	140	280	10	42	26	498
	29.7%	59.3%	2.1%	8.9%		
15. My planning time is respected by my school administrations/supervisors.	44	136	13	33	273	499
	19.5%	60.2%	5.8%	14.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	74	226	24	66	113	503
	19.0%	57.9%	6.2%	16.9%		
17. In my school, student misbehavior interferes with learning.	121	215	18	90	58	502
	27.3%	48.4%	4.1%	20.3%		
18. Too much instructional time is spent administering assessments.	53	133	10	105	197	498
	17.6%	44.2%	3.3%	34.9%		
19. HCPSS professional development experiences are meaningful and worthwhile.	38	203	50	154	52	497
	8.5%	45.6%	11.2%	34.6%		
20. Increased workload has contributed to a decline in my morale.	106	187	21	148	37	499
	22.9%	40.5%	4.5%	32.0%		
21. I am paid fairly.	7	112	184	198	1	502
	1.4%	22.4%	36.7%	39.5%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	30	217	94	147	8	496
	6.1%	44.5%	19.3%	30.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	22	161	122	183	8	496
	4.5%	33.0%	25.0%	37.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	108	299	29	43	16	495
	22.5%	62.4%	6.1%	9.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	48	275	22	66	88	499
	11.7%	66.9%	5.4%	16.1%		
26. In my position, I receive appropriate and adequate support and training.	43	293	33	119	9	497
	8.8%	60.0%	6.8%	24.4%		
27. During this current school year, I have experienced harassing behavior from colleagues.	12	34	261	180	15	502
	2.5%	7.0%	53.6%	37.0%		

## 2021-2022 HCEA Job Satisfaction Survey

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	9	15	280	181	14	499
	1.9%	3.1%	57.7%	37.3%		
29. During this current school year, I have experienced harassing behavior from parents.	27	67	172	199	37	502
	5.8%	14.4%	37.0%	42.8%		
30. At my school I spend most of my PIP time on non-instructional activities.	5	28	10	55	402	500
	5.1%	28.6%	10.2%	56.1%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	59	5	26	407	501
	4.3%	62.8%	5.3%	27.7%		
32. In my school, I spend too much time in meetings.	14	60	34	276	117	501
	3.6%	15.6%	8.9%	71.9%		
33. In my school, there is adequate support for special education students.	27	104	175	146	51	503
	6.0%	23.0%	38.7%	32.3%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Job Description	(All)
Bargaining Unit	ESP
Work in Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	17	77	18	42	2	156
	11.0%	50.0%	11.7%	27.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	20	83	12	42		157
	12.7%	52.9%	7.6%	26.8%		
3. I personally feel successful in my work.	38	94	2	24		158
	24.1%	59.5%	1.3%	15.2%		
4. I feel involved in decision-making at my school/worksite.	12	66	20	54	11	163
	7.9%	43.4%	13.2%	35.5%		
5. I want to be involved in decision-making at my school/worksite.	20	90	1	21	24	156
	15.2%	68.2%	0.8%	15.9%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	87	11	30	4	159
	17.4%	56.1%	7.1%	19.4%		
7. In my school/worksite, I am treated as a professional.	37	101	3	19		160
	23.1%	63.1%	1.9%	11.9%		
8. There is good teamwork among staff in my school/worksite.	43	86	5	22	2	158
	27.6%	55.1%	3.2%	14.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	19	81	12	39	10	161
	12.6%	53.6%	7.9%	25.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	29	88	14	27	1	159
	18.4%	55.7%	8.9%	17.1%		
11. My work performance is evaluated fairly.	38	91	2	19	7	157
	25.3%	60.7%	1.3%	12.7%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	14	53	17	45	30	159
	10.9%	41.1%	13.2%	34.9%		
13. I am provided adequate work and storage space to prepare for and do my job.	38	101	4	12	5	160
	24.5%	65.2%	2.6%	7.7%		

## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	40	101		11	5	157
	26.3%	66.4%	0.0%	7.2%		
15. My planning time is respected by my school administrations/supervisors.	11	28	4	11	105	159
	20.4%	51.9%	7.4%	20.4%		
16. In my school, administrators/supervisors support me in enforcing discipline.	19	63	10	25	38	155
	16.2%	53.8%	8.5%	21.4%		
17. In my school, student misbehavior interferes with learning.	44	61	2	25	25	157
	33.3%	46.2%	1.5%	18.9%		
18. Too much instructional time is spent administering assessments.	8	37	2	42	68	157
	9.0%	41.6%	2.2%	47.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	8	55	14	54	25	156
	6.1%	42.0%	10.7%	41.2%		
20. Increased workload has contributed to a decline in my morale.	32	60	5	48	12	157
	22.1%	41.4%	3.4%	33.1%		
21. I am paid fairly.	2	50	58	50		160
	1.3%	31.3%	36.3%	31.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	66	21	49	7	151
	5.6%	45.8%	14.6%	34.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	51	25	67	6	155
	4.0%	34.2%	16.8%	45.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	100	7	15	10	157
	17.0%	68.0%	4.8%	10.2%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	13	68	9	22	40	152
	11.6%	60.7%	8.0%	19.6%		
26. In my position, I receive appropriate and adequate support and training.	20	88	9	37	2	156
	13.0%	57.1%	5.8%	24.0%		
27. During this current school year, I have experienced harassing behavior from colleagues.	1	9	82	62	3	157
	0.6%	5.8%	53.2%	40.3%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	9	87	57	4	159
	1.3%	5.8%	56.1%	36.8%		



2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	5	31	49	49	23	157
	3.7%	23.1%	36.6%	36.6%		
30. At my school I spend most of my PIP time on non-instructional activities.	1	7	2	8	138	156
	5.6%	38.9%	11.1%	44.4%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	16	2	5	130	154
	4.2%	66.7%	8.3%	20.8%		
32. In my school, I spend too much time in meetings.	1	7	12	72	66	158
	1.1%	7.6%	13.0%	78.3%		
33. In my school, there is adequate support for special education students.	14	40	23	47	30	154
	11.3%	32.3%	18.5%	37.9%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Job Description	(All)
Bargaining Unit	ESP
Work in Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	17	85	23	53		178
	9.6%	47.8%	12.9%	29.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	25	88	12	50	2	177
	14.3%	50.3%	6.9%	28.6%		
3. I personally feel successful in my work.	37	107	8	23	1	176
	21.1%	61.1%	4.6%	13.1%		
4. I feel involved in decision-making at my school/worksite.	20	58	19	67	10	174
	12.2%	35.4%	11.6%	40.9%		
5. I want to be involved in decision-making at my school/worksite.	21	105	4	20	26	176
	14.0%	70.0%	2.7%	13.3%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	25	84	8	51	7	175
	14.9%	50.0%	4.8%	30.4%		
7. In my school/worksite, I am treated as a professional.	36	101	4	33		174
	20.7%	58.0%	2.3%	19.0%		
8. There is good teamwork among staff in my school/worksite.	45	90	9	31	2	177
	25.7%	51.4%	5.1%	17.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	35	93	7	19	21	175
	22.7%	60.4%	4.5%	12.3%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	27	99	10	39	1	176
	15.4%	56.6%	5.7%	22.3%		
11. My work performance is evaluated fairly.	38	109	9	11	6	173
	22.8%	65.3%	5.4%	6.6%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	21	65	22	36	29	173
	14.6%	45.1%	15.3%	25.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	36	109	9	18	4	176
	20.9%	63.4%	5.2%	10.5%		

## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	44	110	4	12	5	175
	25.9%	64.7%	2.4%	7.1%		
15. My planning time is respected by my school administrations/supervisors.	14	28	7	3	123	175
	26.9%	53.8%	13.5%	5.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	13	57	17	26	60	173
	11.5%	50.4%	15.0%	23.0%		
17. In my school, student misbehavior interferes with learning.	30	62	5	27	49	173
	24.2%	50.0%	4.0%	21.8%		
18. Too much instructional time is spent administering assessments.	12	50	1	28	83	174
	13.2%	54.9%	1.1%	30.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	8	51	20	58	37	174
	5.8%	37.2%	14.6%	42.3%		
20. Increased workload has contributed to a decline in my morale.	33	54	11	56	16	170
	21.4%	35.1%	7.1%	36.4%		
21. I am paid fairly.	5	33	64	74		176
	2.8%	18.8%	36.4%	42.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	69	37	50	4	168
	4.9%	42.1%	22.6%	30.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	7	41	55	64	3	170
	4.2%	24.6%	32.9%	38.3%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	34	100	7	23	4	168
	20.7%	61.0%	4.3%	14.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	83	7	35	43	177
	6.7%	61.9%	5.2%	26.1%		
26. In my position, I receive appropriate and adequate support and training.	8	97	21	48	2	176
	4.6%	55.7%	12.1%	27.6%		
27. During this current school year, I have experienced harassing behavior from colleagues.	5	13	82	70	6	176
	2.9%	7.6%	48.2%	41.2%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	6	84	77	5	176
	2.3%	3.5%	49.1%	45.0%		

2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	16	31	49	58	21	175
	10.4%	20.1%	31.8%	37.7%		
30. At my school I spend most of my PIP time on non-instructional activities.	3	2	2	7	161	175
	21.4%	14.3%	14.3%	50.0%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	13	1	4	154	175
	14.3%	61.9%	4.8%	19.0%		
32. In my school, I spend too much time in meetings.	5	11	15	88	58	177
	4.2%	9.2%	12.6%	73.9%		
33. In my school, there is adequate support for special education students.	12	44	22	45	53	176
	9.8%	35.8%	17.9%	36.6%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Job Description	(All)
Bargaining Unit	Certificated
Work in Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	41	147	45	117		350
	11.7%	42.0%	12.9%	33.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	73	198	22	56		349
	20.9%	56.7%	6.3%	16.0%		
3. I personally feel successful in my work.	47	198	27	78		350
	13.4%	56.6%	7.7%	22.3%		
4. I feel involved in decision-making at my school/worksite.	45	170	28	93	13	349
	13.4%	50.6%	8.3%	27.7%		
5. I want to be involved in decision-making at my school/worksite.	72	224	4	32	18	350
	21.7%	67.5%	1.2%	9.6%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	87	190	19	52	1	349
	25.0%	54.6%	5.5%	14.9%		
7. In my school/worksite, I am treated as a professional.	141	181	3	24	1	350
	40.4%	51.9%	0.9%	6.9%		
8. There is good teamwork among staff in my school/worksite.	117	191	7	35	2	352
	33.4%	54.6%	2.0%	10.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	54	184	20	51	38	347
	17.5%	59.5%	6.5%	16.5%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	67	176	23	81	1	348
	19.3%	50.7%	6.6%	23.3%		
11. My work performance is evaluated fairly.	115	213	3	15	4	350
	33.2%	61.6%	0.9%	4.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	19	80	123	126	1	349
	5.5%	23.0%	35.3%	36.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	88	185	18	58	2	351
	25.2%	53.0%	5.2%	16.6%		

## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	153	167	5	17	3	345
	44.7%	48.8%	1.5%	5.0%		
15. My planning time is respected by my school administrations/supervisors.	99	176	8	47	18	348
	30.0%	53.3%	2.4%	14.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	83	180	7	26	56	352
	28.0%	60.8%	2.4%	8.8%		
17. In my school, student misbehavior interferes with learning.	60	137	17	95	41	350
	19.4%	44.3%	5.5%	30.7%		
18. Too much instructional time is spent administering assessments.	53	123	5	68	97	346
	21.3%	49.4%	2.0%	27.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	5	131	56	149	5	346
	1.5%	38.4%	16.4%	43.7%		
20. Increased workload has contributed to a decline in my morale.	189	119	4	31	8	351
	55.1%	34.7%	1.2%	9.0%		
21. I am paid fairly.	10	100	105	133	1	349
	2.9%	28.7%	30.2%	38.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	21	149	68	104	8	350
	6.1%	43.6%	19.9%	30.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	93	95	140	10	347
	2.7%	27.6%	28.2%	41.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	88	219	9	27	6	349
	25.7%	63.8%	2.6%	7.9%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	32	204	16	73	26	351
	9.8%	62.8%	4.9%	22.5%		
26. In my position, I receive appropriate and adequate support and training.	39	187	24	98		348
	11.2%	53.7%	6.9%	28.2%		
27. During this current school year, I have experienced harassing behavior from colleagues.	7	16	218	106	3	350
	2.0%	4.6%	62.8%	30.5%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	5	242	94	5	351
	1.4%	1.4%	69.9%	27.2%		

## 2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	18	57	132	140	4	351
	5.2%	16.4%	38.0%	40.3%		
30. At my school I spend most of my PIP time on non-instructional activities.	35	85	26	112	91	349
	13.6%	32.9%	10.1%	43.4%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	24	155	13	37	112	341
	10.5%	67.7%	5.7%	16.2%		
32. In my school, I spend too much time in meetings.	59	96	15	164	13	347
	17.7%	28.7%	4.5%	49.1%		
33. In my school, there is adequate support for special education students.	11	54	164	109	11	349
	3.3%	16.0%	48.5%	32.2%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Job Description	(All)
Bargaining Unit	Certificated
Work in Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	5	51	29	50	1	136
	3.7%	37.8%	21.5%	37.0%		
2. There is an atmosphere of open communication and trust in my school/worksite.	5	71	19	39	2	136
	3.7%	53.0%	14.2%	29.1%		
3. I personally feel successful in my work.	10	67	15	42	1	135
	7.5%	50.0%	11.2%	31.3%		
4. I feel involved in decision-making at my school/worksite.	11	63	13	45	4	136
	8.3%	47.7%	9.8%	34.1%		
5. I want to be involved in decision-making at my school/worksite.	25	86	4	14	7	136
	19.4%	66.7%	3.1%	10.9%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	72	15	32	3	136
	10.5%	54.1%	11.3%	24.1%		
7. In my school/worksite, I am treated as a professional.	33	79	6	18		136
	24.3%	58.1%	4.4%	13.2%		
8. There is good teamwork among staff in my school/worksite.	27	86	7	16		136
	19.9%	63.2%	5.1%	11.8%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	19	74	13	21	9	136
	15.0%	58.3%	10.2%	16.5%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	68	18	35		135
	10.4%	50.4%	13.3%	25.9%		
11. My work performance is evaluated fairly.	30	80	2	18	5	135
	23.1%	61.5%	1.5%	13.8%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	34	52	42		135
	5.2%	25.2%	38.5%	31.1%		
13. I am provided adequate work and storage space to prepare for and do my job.	36	69	9	20	1	135
	26.9%	51.5%	6.7%	14.9%		



## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	38	82	2	10	1	133
	28.8%	62.1%	1.5%	7.6%		
15. My planning time is respected by my school administrations/supervisors.	23	73	8	24	6	134
	18.0%	57.0%	6.3%	18.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	15	63	13	31	10	132
	12.3%	51.6%	10.7%	25.4%		
17. In my school, student misbehavior interferes with learning.	35	49	19	28	4	135
	26.7%	37.4%	14.5%	21.4%		
18. Too much instructional time is spent administering assessments.	15	43	3	63	10	134
	12.1%	34.7%	2.4%	50.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	1	50	28	52	4	135
	0.8%	38.2%	21.4%	39.7%		
20. Increased workload has contributed to a decline in my morale.	66	41	5	21	2	135
	49.6%	30.8%	3.8%	15.8%		
21. I am paid fairly.	1	48	32	53		134
	0.7%	35.8%	23.9%	39.6%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	61	25	36	4	131
	3.9%	48.0%	19.7%	28.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	40	36	49	6	133
	1.6%	31.5%	28.3%	38.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	86	4	16	4	134
	18.5%	66.2%	3.1%	12.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	76	8	30	8	132
	8.1%	61.3%	6.5%	24.2%		
26. In my position, I receive appropriate and adequate support and training.	11	68	9	46	1	135
	8.2%	50.7%	6.7%	34.3%		
27. During this current school year, I have experienced harassing behavior from colleagues.	4	12	69	46	2	133
	3.1%	9.2%	52.7%	35.1%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	4	68	55	2	134
	3.8%	3.0%	51.5%	41.7%		

2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	8	25	36	64	2	135
	6.0%	18.8%	27.1%	48.1%		
30. At my school I spend most of my PIP time on non-instructional activities.	14	37	10	47	27	135
	13.0%	34.3%	9.3%	43.5%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	9	71	9	26	19	134
	7.8%	61.7%	7.8%	22.6%		
32. In my school, I spend too much time in meetings.	8	41	6	75	5	135
	6.2%	31.5%	4.6%	57.7%		
33. In my school, there is adequate support for special education students.	5	30	43	57		135
	3.7%	22.2%	31.9%	42.2%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Job Description	(All)
Bargaining Unit	Certificated
Work in Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	7	48	26	58		139
	5.0%	34.5%	18.7%	41.7%		
2. There is an atmosphere of open communication and trust in my school/worksite.	16	70	10	43		139
	11.5%	50.4%	7.2%	30.9%		
3. I personally feel successful in my work.	15	87	3	34		139
	10.8%	62.6%	2.2%	24.5%		
4. I feel involved in decision-making at my school/worksite.	8	55	26	40	7	136
	6.2%	42.6%	20.2%	31.0%		
5. I want to be involved in decision-making at my school/worksite.	22	93	1	17	6	139
	16.5%	69.9%	0.8%	12.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	63	18	32	1	138
	17.5%	46.0%	13.1%	23.4%		
7. In my school/worksite, I am treated as a professional.	31	77	3	27		138
	22.5%	55.8%	2.2%	19.6%		
8. There is good teamwork among staff in my school/worksite.	32	81	2	23		138
	23.2%	58.7%	1.4%	16.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	22	78	8	15	15	138
	17.9%	63.4%	6.5%	12.2%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	21	63	14	40		138
	15.2%	45.7%	10.1%	29.0%		
11. My work performance is evaluated fairly.	31	85	5	13	3	137
	23.1%	63.4%	3.7%	9.7%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	42	43	42	1	138
	7.3%	30.7%	31.4%	30.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	34	68	5	31		138
	24.6%	49.3%	3.6%	22.5%		

## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	44	81		10		135
	32.6%	60.0%	0.0%	7.4%		
15. My planning time is respected by my school administrations/supervisors.	27	91	1	16	3	138
	20.0%	67.4%	0.7%	11.9%		
16. In my school, administrators/supervisors support me in enforcing discipline.	17	63	13	34	10	137
	13.4%	49.6%	10.2%	26.8%		
17. In my school, student misbehavior interferes with learning.	29	54	8	43	4	138
	21.6%	40.3%	6.0%	32.1%		
18. Too much instructional time is spent administering assessments.	25	60	2	36	16	139
	20.3%	48.8%	1.6%	29.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	3	35	48	50	1	137
	2.2%	25.7%	35.3%	36.8%		
20. Increased workload has contributed to a decline in my morale.	75	46	4	14		139
	54.0%	33.1%	2.9%	10.1%		
21. I am paid fairly.	1	47	38	52		138
	0.7%	34.1%	27.5%	37.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	44	47	42	1	139
	3.6%	31.9%	34.1%	30.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	29	55	48	2	138
	2.9%	21.3%	40.4%	35.3%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	81	4	20		137
	23.4%	59.1%	2.9%	14.6%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	17	72	11	31	7	138
	13.0%	55.0%	8.4%	23.7%		
26. In my position, I receive appropriate and adequate support and training.	10	71	11	44		136
	7.4%	52.2%	8.1%	32.4%		
27. During this current school year, I have experienced harassing behavior from colleagues.	5	13	63	54	4	139
	3.7%	9.6%	46.7%	40.0%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	8	67	61	1	139
	1.4%	5.8%	48.6%	44.2%		

## 2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	14	34	31	58	1	138
	10.2%	24.8%	22.6%	42.3%		
30. At my school I spend most of my PIP time on non-instructional activities.	17	36	10	59	15	137
	13.9%	29.5%	8.2%	48.4%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	68	9	37	18	135
	2.6%	58.1%	7.7%	31.6%		
32. In my school, I spend too much time in meetings.	7	37	6	83	4	137
	5.3%	27.8%	4.5%	62.4%		
33. In my school, there is adequate support for special education students.	8	36	47	46	1	138
	5.8%	26.3%	34.3%	33.6%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Job Description	(All)
Bargaining Unit	ESP
Work in Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	31	95	30	50		206
	15.0%	46.1%	14.6%	24.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	34	97	18	55	1	205
	16.7%	47.5%	8.8%	27.0%		
3. I personally feel successful in my work.	47	116	6	35	2	206
	23.0%	56.9%	2.9%	17.2%		
4. I feel involved in decision-making at my school/worksite.	23	98	18	59	8	206
	11.6%	49.5%	9.1%	29.8%		
5. I want to be involved in decision-making at my school/worksite.	36	122	5	22	20	205
	19.5%	65.9%	2.7%	11.9%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	30	106	17	49	4	206
	14.9%	52.5%	8.4%	24.3%		
7. In my school/worksite, I am treated as a professional.	44	125	8	25	3	205
	21.8%	61.9%	4.0%	12.4%		
8. There is good teamwork among staff in my school/worksite.	63	103	10	28	1	205
	30.9%	50.5%	4.9%	13.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	94	17	50	20	204
	12.5%	51.1%	9.2%	27.2%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	44	88	22	47	3	204
	21.9%	43.8%	10.9%	23.4%		
11. My work performance is evaluated fairly.	55	109	6	24	9	203
	28.4%	56.2%	3.1%	12.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	19	82	23	54	29	207
	10.7%	46.1%	12.9%	30.3%		
13. I am provided adequate work and storage space to prepare for and do my job.	36	126	10	26	7	205
	18.2%	63.6%	5.1%	13.1%		

## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	48	111	7	17	19	202
	26.2%	60.7%	3.8%	9.3%		
15. My planning time is respected by my school administrations/supervisors.	17	64	7	9	107	204
	17.5%	66.0%	7.2%	9.3%		
16. In my school, administrators/supervisors support me in enforcing discipline.	26	103	16	29	31	205
	14.9%	59.2%	9.2%	16.7%		
17. In my school, student misbehavior interferes with learning.	60	88	10	36	12	206
	30.9%	45.4%	5.2%	18.6%		
18. Too much instructional time is spent administering assessments.	21	44	8	51	80	204
	16.9%	35.5%	6.5%	41.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	20	95	22	62	5	204
	10.1%	47.7%	11.1%	31.2%		
20. Increased workload has contributed to a decline in my morale.	33	78	11	60	22	204
	18.1%	42.9%	6.0%	33.0%		
21. I am paid fairly.	1	43	82	79	1	206
	0.5%	21.0%	40.0%	38.5%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	12	94	39	56	3	204
	6.0%	46.8%	19.4%	27.9%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	12	69	49	72	3	205
	5.9%	34.2%	24.3%	35.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	47	125	13	15	4	204
	23.5%	62.5%	6.5%	7.5%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	22	129	13	27	13	204
	11.5%	67.5%	6.8%	14.1%		
26. In my position, I receive appropriate and adequate support and training.	16	114	17	56	2	205
	7.9%	56.2%	8.4%	27.6%		
27. During this current school year, I have experienced harassing behavior from colleagues.	4	16	102	74	9	205
	2.0%	8.2%	52.0%	37.8%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	7	107	78	8	202
	1.0%	3.6%	55.2%	40.2%		

## 2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	6	15	82	85	18	206
	3.2%	8.0%	43.6%	45.2%		
30. At my school I spend most of my PIP time on non-instructional activities.	2	9	6	28	159	204
	4.4%	20.0%	13.3%	62.2%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		22	3	13	167	205
	0.0%	57.9%	7.9%	34.2%		
32. In my school, I spend too much time in meetings.	7	25	13	110	49	204
	4.5%	16.1%	8.4%	71.0%		
33. In my school, there is adequate support for special education students.	13	43	87	61	2	206
	6.4%	21.1%	42.6%	29.9%		



## 2021-2022 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Job Description	(All)
Bargaining Unit	ESP
Work in Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	10	35	9	19	1	74
	13.7%	47.9%	12.3%	26.0%		
2. There is an atmosphere of open communication and trust in my school/worksite.	9	37	9	19		74
	12.2%	50.0%	12.2%	25.7%		
3. I personally feel successful in my work.	18	44	1	11		74
	24.3%	59.5%	1.4%	14.9%		
4. I feel involved in decision-making at my school/worksite.	4	31	11	24	5	75
	5.7%	44.3%	15.7%	34.3%		
5. I want to be involved in decision-making at my school/worksite.	10	42		9	12	73
	16.4%	68.9%	0.0%	14.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	36	8	18	2	75
	15.1%	49.3%	11.0%	24.7%		
7. In my school/worksite, I am treated as a professional.	16	46	3	10		75
	21.3%	61.3%	4.0%	13.3%		
8. There is good teamwork among staff in my school/worksite.	19	42	2	12		75
	25.3%	56.0%	2.7%	16.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	35	5	20	6	75
	13.0%	50.7%	7.2%	29.0%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	37	9	14		74
	18.9%	50.0%	12.2%	18.9%		
11. My work performance is evaluated fairly.	18	39	1	13	3	74
	25.4%	54.9%	1.4%	18.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	20	14	24	10	75
	10.8%	30.8%	21.5%	36.9%		

## 2021-2022 HCEA Job Satisfaction Survey

13. I am provided adequate work and storage space to prepare for and do my job.	20	44	2	5	4	75
	28.2%	62.0%	2.8%	7.0%		
14. My administrators/supervisors respect the negotiated contracts.	19	45		6	4	74
	27.1%	64.3%	0.0%	8.6%		
15. My planning time is respected by my school administrations/supervisors.	7	14	3	7	43	74
	22.6%	45.2%	9.7%	22.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	10	32	5	17	10	74
	15.6%	50.0%	7.8%	26.6%		
17. In my school, student misbehavior interferes with learning.	30	30	1	12	1	74
	41.1%	41.1%	1.4%	16.4%		
18. Too much instructional time is spent administering assessments.	5	15	2	31	21	74
	9.4%	28.3%	3.8%	58.5%		
19. HCPSS professional development experiences are meaningful and worthwhile.	6	34	9	22	2	73
	8.5%	47.9%	12.7%	31.0%		
20. Increased workload has contributed to a decline in my morale.	21	19	2	26	5	73
	30.9%	27.9%	2.9%	38.2%		
21. I am paid fairly.		17	34	24		75
	0.0%	22.7%	45.3%	32.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	36	10	17	3	70
	6.0%	53.7%	14.9%	25.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	30	14	26	1	74
	4.1%	41.1%	19.2%	35.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	47	2	10	3	75
	18.1%	65.3%	2.8%	13.9%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	41	3	10	8	72
	15.6%	64.1%	4.7%	15.6%		
26. In my position, I receive appropriate and adequate support and training.	9	35	7	20	1	72
	12.7%	49.3%	9.9%	28.2%		
27. During this current school year, I have experienced harassing behavior from colleagues.		7	39	26	1	73
	0.0%	9.7%	54.2%	36.1%		

## 2021-2022 HCEA Job Satisfaction Survey

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	5	41	25	3	75
	1.4%	6.9%	56.9%	34.7%		
29. During this current school year, I have experienced harassing behavior from parents.	2	7	30	21	15	75
	3.3%	11.7%	50.0%	35.0%		
30. At my school I spend most of my PIP time on non-instructional activities.		6	2	6	59	73
	0.0%	42.9%	14.3%	42.9%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	12	1	4	56	74
	5.6%	66.7%	5.6%	22.2%		
32. In my school, I spend too much time in meetings.		5	8	33	29	75
	0.0%	10.9%	17.4%	71.7%		
33. In my school, there is adequate support for special education students.	10	20	19	25	1	75
	13.5%	27.0%	25.7%	33.8%		

## 2021-2022 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Job Description	(All)
Bargaining Unit	ESP
Work in Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	3	26	10	21		60
	5.0%	43.3%	16.7%	35.0%		
2. There is an atmosphere of open communication and trust in my school/worksite.	5	22	5	25	2	59
	8.8%	38.6%	8.8%	43.9%		
3. I personally feel successful in my work.	8	36	7	8		59
	13.6%	61.0%	11.9%	13.6%		
4. I feel involved in decision-making at my school/worksite.	3	20	8	27	2	60
	5.2%	34.5%	13.8%	46.6%		
5. I want to be involved in decision-making at my school/worksite.	8	32	3	11	6	60
	14.8%	59.3%	5.6%	20.4%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	23	7	21	4	60
	8.9%	41.1%	12.5%	37.5%		
7. In my school/worksite, I am treated as a professional.	5	36	3	15		59
	8.5%	61.0%	5.1%	25.4%		
8. There is good teamwork among staff in my school/worksite.	9	33	7	11		60
	15.0%	55.0%	11.7%	18.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	27	3	10	8	59
	21.6%	52.9%	5.9%	19.6%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	25	8	20		60
	11.7%	41.7%	13.3%	33.3%		
11. My work performance is evaluated fairly.	7	35	6	8	3	59
	12.5%	62.5%	10.7%	14.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.		17	16	16	10	59
	0.0%	34.7%	32.7%	32.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	3	35	7	13	2	60
	5.2%	60.3%	12.1%	22.4%		

## 2021-2022 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	9	37	3	6	3	58
	16.4%	67.3%	5.5%	10.9%		
15. My planning time is respected by my school administrations/supervisors.	3	7	5	2	42	59
	17.6%	41.2%	29.4%	11.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	2	21	10	13	11	57
	4.3%	45.7%	21.7%	28.3%		
17. In my school, student misbehavior interferes with learning.	13	30	1	11	4	59
	23.6%	54.5%	1.8%	20.0%		
18. Too much instructional time is spent administering assessments.	6	17		19	17	59
	14.3%	40.5%	0.0%	45.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	3	19	9	22	6	59
	5.7%	35.8%	17.0%	41.5%		
20. Increased workload has contributed to a decline in my morale.	15	22	1	16	3	57
	27.8%	40.7%	1.9%	29.6%		
21. I am paid fairly.	2	5	27	25		59
	3.4%	8.5%	45.8%	42.4%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	24	14	15	3	57
	1.9%	44.4%	25.9%	27.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	17	17	22	2	59
	1.8%	29.8%	29.8%	38.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	41	1	3	3	56
	15.1%	77.4%	1.9%	5.7%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	36	5	9	6	60
	7.4%	66.7%	9.3%	16.7%		
26. In my position, I receive appropriate and adequate support and training.	1	27	10	22		60
	1.7%	45.0%	16.7%	36.7%		
27. During this current school year, I have experienced harassing behavior from colleagues.	3	7	26	22	1	59
	5.2%	12.1%	44.8%	37.9%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	5	26	25		59
	5.1%	8.5%	44.1%	42.4%		

2021-2022 HCEA Job Satisfaction Survey

29. During this current school year, I have experienced harassing behavior from parents.	2	4	21	24	7	58
	3.9%	7.8%	41.2%	47.1%		
30. At my school I spend most of my PIP time on non-instructional activities.	2	1	1	4	51	59
	25.0%	12.5%	12.5%	50.0%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	4	1	1	51	59
	25.0%	50.0%	12.5%	12.5%		
32. In my school, I spend too much time in meetings.	4	3	3	33	17	60
	9.3%	7.0%	7.0%	76.7%		
33. In my school, there is adequate support for special education students.	3	14	16	26	1	60
	5.1%	23.7%	27.1%	44.1%		