

2021-2022 HCEA Job Satisfaction Survey

LONG REACH HS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	5	36	20	33		94	43.6%	56.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	15	44	10	25		94	62.8%	37.2%
3. I personally feel successful in my work.	20	50	2	20		92	76.1%	23.9%
4. I feel involved in decision-making at my school/worksite.	8	34	9	35	7	93	48.8%	51.2%
5. I want to be involved in decision-making at my school/worksite.	16	62	1	6	7	92	91.8%	8.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	19	44	4	25		92	68.5%	31.5%
7. In my school/worksite, I am treated as a professional.	25	47	6	13	1	92	79.1%	20.9%
8. There is good teamwork among staff in my school/worksite.	22	58	4	8	1	93	87.0%	13.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	43	12	16	11	94	66.3%	33.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	36	14	28		93	54.8%	45.2%
11. My work performance is evaluated fairly.	19	54	4	15	1	93	79.3%	20.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	33	26	26	2	94	43.5%	56.5%
13. I am provided adequate work and storage space to prepare for and do my job.	19	58	2	14	1	94	82.8%	17.2%
14. My administrators/supervisors respect the negotiated contracts.	23	62	1	6	1	93	92.4%	7.6%
15. My planning time is respected by my school administrations/supervisors.	15	50	4	12	12	93	80.2%	19.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	37	11	28	6	93	55.2%	44.8%
17. In my school, student misbehavior interferes with learning.	22	42	3	24	3	94	70.3%	29.7%
18. Too much instructional time is spent administering assessments.	22	41	1	19	11	94	75.9%	24.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	7	27	22	31	6	93	39.1%	60.9%
20. Increased workload has contributed to a decline in my morale.	42	32	6	13		93	79.6%	20.4%
21. I am paid fairly.	4	29	31	30		94	35.1%	64.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	36	24	26	2	93	45.1%	54.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	20	32	37	1	93	25.0%	75.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	49	6	15		93	77.4%	22.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	50	6	25	8	94	64.0%	36.0%
26. In my position, I receive appropriate and adequate support and training.	10	54	5	22	2	93	70.3%	29.7%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	4	53	35		93	5.4%	94.6%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	5	51	37		94	6.4%	93.6%
29. During this current school year, I have experienced harassing behavior from parents.	4	13	26	48	2	93	18.7%	81.3%
30. At my school I spend most of my PIP time on non-instructional activities.	12	29	2	24	26	93	61.2%	38.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	25	22	19	26	93	38.8%	61.2%
32. In my school, I spend too much time in meetings.	9	27	3	50	4	93	40.4%	59.6%
33. In my school, there is adequate support for special education students.	4	38	10	33	8	93	49.4%	50.6%