

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	6	15	26	20		67	31.3%	68.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	20	18	25		67	35.8%	64.2%
3. I personally feel successful in my work.	19	39	1	9		68	85.3%	14.7%
4. I feel involved in decision-making at my school/worksite.	4	15	20	28	1	68	28.4%	71.6%
5. I want to be involved in decision-making at my school/worksite.	18	42	1	7		68	88.2%	11.8%
6. In my school/worksite, I can speak openly about important issues without fear of	9	25	10	23	1	68	50.7%	49.3%
7. In my school/worksite, I am treated as a professional.	16	26	8	16		66	63.6%	36.4%
8. There is good teamwork among staff in my school/worksite.	20	36	1	11		68	82.4%	17.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	6	33	17	5	66	18.0%	82.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	23	34	2	9		68	83.8%	16.2%
11. My work performance is evaluated fairly.	18	43	3	4		68	89.7%	10.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	19	18	19	2	68	43.9%	56.1%
13. I am provided adequate work and storage space to prepare for and do my job.	21	34	4	8	1	68	82.1%	17.9%
14. My administrators/supervisors respect the negotiated contracts.	15	38	2	9	3	67	82.8%	17.2%
15. My planning time is respected by my school administrations/supervisors.	13	28	5	15	6	67	67.2%	32.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	26	6	17	11	67	58.9%	41.1%
17. In my school, student misbehavior interferes with learning.		9	18	34	6	67	14.8%	85.2%
18. Too much instructional time is spent administering assessments.	10	26	1	18	11	66	65.5%	34.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	10	19	33	4	67	17.5%	82.5%
20. Increased workload has contributed to a decline in my morale.	31	23	3	9	1	67	81.8%	18.2%
21. I am paid fairly.	4	18	18	28		68	32.4%	67.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	24	17	22		64	39.1%	60.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	19	17	29		66	30.3%	69.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	42	1	7	3	66	87.3%	12.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	33	3	17	6	65	66.1%	33.9%
26. In my position, I receive appropriate and adequate support and training.	7	33	4	20	2	66	62.5%	37.5%

2021-2022 HCEA Job Satisfaction Survey**MOUNT VIEW MS**

27. During this current school year, I have experienced harassing behavior from colleagues.		4	35	28		67	6.0%	94.0%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	9	29	26	2	68	16.7%	83.3%
29. During this current school year, I have experienced harassing behavior from parents.	4	13	17	30	4	68	26.6%	73.4%
30. At my school I spend most of my PIP time on non-instructional activities.	3	23	2	26	13	67	48.1%	51.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	36	3	7	16	65	79.6%	20.4%
32. In my school, I spend too much time in meetings.	4	20		33	10	67	42.1%	57.9%
33. In my school, there is adequate support for special education students.	10	32	5	15	4	66	67.7%	32.3%