

| Worksite | Strongly agree | Agree | Strongly disagree | Disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|-------------------|----------|----------------|-------------|---------|------------|
| 1. Overall, morale at my worksite is good | 2 | 25 | 12 | 25 | | 64 | 42.2% | 57.8% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | | 32 | 9 | 23 | | 64 | 50.0% | 50.0% |
| 3. I personally feel successful in my work. | 11 | 42 | 3 | 8 | | 64 | 82.8% | 17.2% |
| 4. I feel involved in decision-making at my school/worksite. | 1 | 23 | 8 | 28 | 4 | 64 | 40.0% | 60.0% |
| 5. I want to be involved in decision-making at my school/worksite. | 14 | 38 | 1 | 6 | 5 | 64 | 88.1% | 11.9% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 6 | 36 | 9 | 11 | 2 | 64 | 67.7% | 32.3% |
| 7. In my school/worksite, I am treated as a professional. | 12 | 42 | 4 | 6 | | 64 | 84.4% | 15.6% |
| 8. There is good teamwork among staff in my school/worksite. | 7 | 45 | 2 | 9 | | 63 | 82.5% | 17.5% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 7 | 37 | | 12 | 8 | 64 | 78.6% | 21.4% |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 13 | 38 | 4 | 9 | | 64 | 79.7% | 20.3% |
| 11. My work performance is evaluated fairly. | 9 | 38 | 5 | 9 | 2 | 63 | 77.0% | 23.0% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 4 | 21 | 10 | 25 | 3 | 63 | 41.7% | 58.3% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 17 | 39 | 3 | 4 | 1 | 64 | 88.9% | 11.1% |
| 14. My administrators/supervisors respect the negotiated contracts. | 12 | 46 | 1 | 3 | 2 | 64 | 93.5% | 6.5% |
| 15. My planning time is respected by my school administrations/supervisors. | 9 | 33 | 3 | 5 | 14 | 64 | 84.0% | 16.0% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 4 | 29 | 6 | 17 | 7 | 63 | 58.9% | 41.1% |
| 17. In my school, student misbehavior interferes with learning. | 26 | 26 | | 7 | 4 | 63 | 88.1% | 11.9% |
| 18. Too much instructional time is spent administering assessments. | 10 | 25 | | 19 | 10 | 64 | 64.8% | 35.2% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 2 | 27 | 10 | 23 | 2 | 64 | 46.8% | 53.2% |
| 20. Increased workload has contributed to a decline in my morale. | 20 | 24 | 2 | 16 | 2 | 64 | 71.0% | 29.0% |
| 21. I am paid fairly. | 1 | 32 | 14 | 17 | | 64 | 51.6% | 48.4% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 3 | 27 | 8 | 24 | 2 | 64 | 48.4% | 51.6% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 3 | 16 | 16 | 27 | 2 | 64 | 30.6% | 69.4% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 16 | 42 | 2 | 3 | 1 | 64 | 92.1% | 7.9% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 7 | 36 | 4 | 11 | 6 | 64 | 74.1% | 25.9% |
| 26. In my position, I receive appropriate and adequate support and training. | 11 | 36 | 5 | 10 | | 62 | 75.8% | 24.2% |

2021-2022 HCEA Job Satisfaction Survey

MURRAY HILL MS

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|---|---|----|----|----|----|----|-------|-------|
| 27. During this current school year, I have experienced harassing behavior from colleagues. | 1 | 8 | 26 | 29 | | 64 | 14.1% | 85.9% |
| 28. During this current school year, I have experienced harassing behavior from administrators/supervisors. | 1 | 1 | 32 | 30 | | 64 | 3.1% | 96.9% |
| 29. During this current school year, I have experienced harassing behavior from parents. | 5 | 10 | 18 | 29 | 2 | 64 | 24.2% | 75.8% |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 5 | 11 | 4 | 24 | 20 | 64 | 36.4% | 63.6% |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 1 | 29 | 4 | 10 | 20 | 64 | 68.2% | 31.8% |
| 32. In my school, I spend too much time in meetings. | 5 | 13 | 4 | 36 | 6 | 64 | 31.0% | 69.0% |
| 33. In my school, there is adequate support for special education students. | 2 | 11 | 30 | 17 | 4 | 64 | 21.7% | 78.3% |