

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	8	37	5	17		67	67.2%	32.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	16	41	2	8		67	85.1%	14.9%
3. I personally feel successful in my work.	9	43	4	11		67	77.6%	22.4%
4. I feel involved in decision-making at my school/worksite.	7	40	5	10	5	67	75.8%	24.2%
5. I want to be involved in decision-making at my school/worksite.	13	44	1	4	5	67	91.9%	8.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	33	3	8		66	83.3%	16.7%
7. In my school/worksite, I am treated as a professional.	31	32		4		67	94.0%	6.0%
8. There is good teamwork among staff in my school/worksite.	28	32	1	6		67	89.6%	10.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	39	6	11	4	66	72.6%	27.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	33	10	13		66	65.2%	34.8%
11. My work performance is evaluated fairly.	30	36		1		67	98.5%	1.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	17	14	30	3	67	31.3%	68.8%
13. I am provided adequate work and storage space to prepare for and do my job.	13	30	5	18	1	67	65.2%	34.8%
14. My administrators/supervisors respect the negotiated contracts.	31	31	1	3	1	67	93.9%	6.1%
15. My planning time is respected by my school administrations/supervisors.	19	24	3	6	14	66	82.7%	17.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	36	4	9	8	67	78.0%	22.0%
17. In my school, student misbehavior interferes with learning.	18	29		13	6	66	78.3%	21.7%
18. Too much instructional time is spent administering assessments.	20	17		11	18	66	77.1%	22.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	23	11	29	2	66	37.5%	62.5%
20. Increased workload has contributed to a decline in my morale.	25	29	1	9	3	67	84.4%	15.6%
21. I am paid fairly.	2	20	19	26		67	32.8%	67.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	27	17	17		64	46.9%	53.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	16	18	30		65	26.2%	73.8%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	20	42	1	4		67	92.5%	7.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	36	3	11	8	67	76.3%	23.7%
26. In my position, I receive appropriate and adequate support and training.	7	42	3	13	1	66	75.4%	24.6%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	3	39	24		67	6.0%	94.0%

2021-2022 HCEA Job Satisfaction Survey

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			46	21		67	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	9	22	33	1	67	16.7%	83.3%
30. At my school I spend most of my PIP time on non-instructional activities.	4	18	6	19	19	66	46.8%	53.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	30	1	8	20	66	80.4%	19.6%
32. In my school, I spend too much time in meetings.	10	21	2	26	8	67	52.5%	47.5%
33. In my school, there is adequate support for special education students.	4	11	25	23	4	67	23.8%	76.2%