

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	31	21	63	1	117	27.6%	72.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	46	12	54	1	117	43.1%	56.9%
3. I personally feel successful in my work.	17	69	4	26	1	117	74.1%	25.9%
4. I feel involved in decision-making at my school/worksite.	4	38	13	54	7	116	38.5%	61.5%
5. I want to be involved in decision-making at my school/worksite.	18	75	2	14	8	117	85.3%	14.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	55	8	38	2	116	59.6%	40.4%
7. In my school/worksite, I am treated as a professional.	19	77	3	17	1	117	82.8%	17.2%
8. There is good teamwork among staff in my school/worksite.	23	72	2	19	1	117	81.9%	18.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	67		20	15	116	80.2%	19.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	30	53	5	26	2	116	72.8%	27.2%
11. My work performance is evaluated fairly.	25	68	3	16	3	115	83.0%	17.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	38	29	34	8	115	41.1%	58.9%
13. I am provided adequate work and storage space to prepare for and do my job.	27	64	6	17	1	115	79.8%	20.2%
14. My administrators/supervisors respect the negotiated contracts.	25	76		14	1	116	87.8%	12.2%
15. My planning time is respected by my school administrations/supervisors.	18	55	3	20	20	116	76.0%	24.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	60	7	25	12	116	69.2%	30.8%
17. In my school, student misbehavior interferes with learning.	16	45	3	42	9	115	57.5%	42.5%
18. Too much instructional time is spent administering assessments.	29	39	1	29	18	116	69.4%	30.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	21	28	57	6	115	22.0%	78.0%
20. Increased workload has contributed to a decline in my morale.	55	37	1	17	6	116	83.6%	16.4%
21. I am paid fairly.	5	32	32	45	1	115	32.5%	67.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	31	44	34	1	115	31.6%	68.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	17	50	45	1	115	16.7%	83.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	71	4	11	2	114	86.6%	13.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	57	11	29	11	116	61.9%	38.1%
26. In my position, I receive appropriate and adequate support and training.	6	61	10	36	3	116	59.3%	40.7%
27. During this current school year, I have experienced harassing behavior from colleagues.		9	54	48	2	113	8.1%	91.9%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	10	53	49	1	115	10.5%	89.5%
29. During this current school year, I have experienced harassing behavior from parents.	10	25	30	49	2	116	30.7%	69.3%
30. At my school I spend most of my PIP time on non-instructional activities.	7	30	11	45	23	116	39.8%	60.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	45	5	32	25	115	58.9%	41.1%
32. In my school, I spend too much time in meetings.	10	37	5	55	9	116	43.9%	56.1%
33. In my school, there is adequate support for special education students.	7	42	19	38	9	115	46.2%	53.8%