

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	6	19	7	17		49	51.0%	49.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	8	27		14		49	71.4%	28.6%
3. I personally feel successful in my work.	7	25	1	16		49	65.3%	34.7%
4. I feel involved in decision-making at my school/worksite.	6	25	1	16	1	49	64.6%	35.4%
5. I want to be involved in decision-making at my school/worksite.	6	37		4	2	49	91.5%	8.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	20	2	12	1	48	70.2%	29.8%
7. In my school/worksite, I am treated as a professional.	17	30		1		48	97.9%	2.1%
8. There is good teamwork among staff in my school/worksite.	15	28	1	5		49	87.8%	12.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	24	3	10	4	48	70.5%	29.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	12	13	15		49	42.9%	57.1%
11. My work performance is evaluated fairly.	16	29		3	1	49	93.8%	6.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	19	13	13	1	49	45.8%	54.2%
13. I am provided adequate work and storage space to prepare for and do my job.	11	28	3	7		49	79.6%	20.4%
14. My administrators/supervisors respect the negotiated contracts.	15	32			1	48	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	10	29		2	7	48	95.1%	4.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	24	1	3	8	48	90.0%	10.0%
17. In my school, student misbehavior interferes with learning.	5	20	3	18	3	49	54.3%	45.7%
18. Too much instructional time is spent administering assessments.	13	17	1	8	10	49	76.9%	23.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	16	14	13	1	48	42.6%	57.4%
20. Increased workload has contributed to a decline in my morale.	26	13	1	6	3	49	84.8%	15.2%
21. I am paid fairly.		12	17	18	1	48	25.5%	74.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	18	14	13	2	49	42.6%	57.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14	19	12	2	48	32.6%	67.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	28		2	3	46	95.3%	4.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	31	3	8	4	49	75.6%	24.4%
26. In my position, I receive appropriate and adequate support and training.	4	26	3	16		49	61.2%	38.8%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	3	29	14	2	49	8.5%	91.5%

2021-2022 HCEA Job Satisfaction Survey

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		4	33	11	1	49	8.3%	91.7%
29. During this current school year, I have experienced harassing behavior from parents.		8	21	18	2	49	17.0%	83.0%
30. At my school I spend most of my PIP time on non-instructional activities.	3	12	3	14	17	49	46.9%	53.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	26		2	17	48	93.5%	6.5%
32. In my school, I spend too much time in meetings.	10	11	2	21	5	49	47.7%	52.3%
33. In my school, there is adequate support for special education students.	3	2	29	13	1	48	10.6%	89.4%