

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	18	23	3	12		56	73.2%	26.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	29	21	2	4		56	89.3%	10.7%
3. I personally feel successful in my work.	16	26	5	9		56	75.0%	25.0%
4. I feel involved in decision-making at my school/worksite.	19	27	2	8		56	82.1%	17.9%
5. I want to be involved in decision-making at my school/worksite.	18	32	1	2	3	56	94.3%	5.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	30	21	3	2		56	91.1%	8.9%
7. In my school/worksite, I am treated as a professional.	29	24	1	2		56	94.6%	5.4%
8. There is good teamwork among staff in my school/worksite.	26	25	1	4		56	91.1%	8.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	29	3	4	7	56	85.7%	14.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	20	11	18		56	48.2%	51.8%
11. My work performance is evaluated fairly.	28	23	1	2	2	56	94.4%	5.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	23	10	13	4	56	55.8%	44.2%
13. I am provided adequate work and storage space to prepare for and do my job.	14	26	5	10		55	72.7%	27.3%
14. My administrators/supervisors respect the negotiated contracts.	37	17			2	56	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	27	14	1	1	13	56	95.3%	4.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	31	19	1	4	1	56	90.9%	9.1%
17. In my school, student misbehavior interferes with learning.	6	16	10	23	1	56	40.0%	60.0%
18. Too much instructional time is spent administering assessments.	8	20	2	17	7	54	59.6%	40.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	17	12	21	2	56	38.9%	61.1%
20. Increased workload has contributed to a decline in my morale.	25	13	1	13	3	55	73.1%	26.9%
21. I am paid fairly.	4	16	14	22		56	35.7%	64.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	19	11	14	3	56	52.8%	47.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	14	21	16	3	56	30.2%	69.8%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	14	33	4	3	2	56	87.0%	13.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	27	4	9	6	55	73.5%	26.5%
26. In my position, I receive appropriate and adequate support and training.	9	33	4	10		56	75.0%	25.0%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	2	42	10	1	56	5.5%	94.5%

2021-2022 HCEA Job Satisfaction Survey

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			46	8	2	56	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	11	26	16	1	56	23.6%	76.4%
30. At my school I spend most of my PIP time on non-instructional activities.	1	6	11	20	18	56	18.4%	81.6%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	26		2	18	54	94.4%	5.6%
32. In my school, I spend too much time in meetings.	4	17	6	24	5	56	41.2%	58.8%
33. In my school, there is adequate support for special education students.	1	13	25	16	1	56	25.5%	74.5%