

**2021-2022 HCEA Job Satisfaction Survey**

**VETERANS ES**

<b>Worksite</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Does not apply</b>	<b>Grand Total</b>	<b>% Agree</b>	<b>% Disagree</b>
1. Overall, morale at my worksite is good	8	21	12	25		66	43.9%	56.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	39	2	13		66	77.3%	22.7%
3. I personally feel successful in my work.	11	34	3	17		65	69.2%	30.8%
4. I feel involved in decision-making at my school/worksite.	8	28	2	24	3	65	58.1%	41.9%
5. I want to be involved in decision-making at my school/worksite.	10	45		6	5	66	90.2%	9.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	40		11	1	66	83.1%	16.9%
7. In my school/worksite, I am treated as a professional.	20	39		7		66	89.4%	10.6%
8. There is good teamwork among staff in my school/worksite.	22	32		11	1	66	83.1%	16.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	34	3	15	8	66	69.0%	31.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	31	10	14		64	62.5%	37.5%
11. My work performance is evaluated fairly.	19	40		5		64	92.2%	7.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	30	12	16	1	66	56.9%	43.1%
13. I am provided adequate work and storage space to prepare for and do my job.	14	44	2	6		66	87.9%	12.1%
14. My administrators/supervisors respect the negotiated contracts.	20	41		5		66	92.4%	7.6%
15. My planning time is respected by my school administrations/supervisors.	16	36	2	5	7	66	88.1%	11.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	38	4	5	10	66	83.9%	16.1%
17. In my school, student misbehavior interferes with learning.	13	27	3	17	5	65	66.7%	33.3%
18. Too much instructional time is spent administering assessments.	9	24	2	14	16	65	67.3%	32.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	25	7	28	2	66	45.3%	54.7%
20. Increased workload has contributed to a decline in my morale.	23	27	2	12	2	66	78.1%	21.9%
21. I am paid fairly.	2	19	13	31	1	66	32.3%	67.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	30	14	13		64	57.8%	42.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	25	14	22	1	65	43.8%	56.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	18	36	4	7		65	83.1%	16.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	42	2	11	4	65	78.7%	21.3%
26. In my position, I receive appropriate and adequate support and training.	9	42	2	13		66	77.3%	22.7%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	7	35	21	2	66	12.5%	87.5%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	38	22	4	66	3.2%	96.8%
29. During this current school year, I have experienced harassing behavior from parents.	2	8	29	24	3	66	15.9%	84.1%
30. At my school I spend most of my PIP time on non-instructional activities.	2	15	2	23	24	66	40.5%	59.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	30		6	26	64	84.2%	15.8%
32. In my school, I spend too much time in meetings.	5	10	3	39	9	66	26.3%	73.7%
33. In my school, there is adequate support for special education students.	3	8	33	18	4	66	17.7%	82.3%