

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	23	1	21		49	55.1%	44.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	16	29		4		49	91.8%	8.2%
3. I personally feel successful in my work.	5	28	2	13		48	68.8%	31.3%
4. I feel involved in decision-making at my school/worksite.	9	25	2	10	3	49	73.9%	26.1%
5. I want to be involved in decision-making at my school/worksite.	14	24	1	4	4	47	88.4%	11.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	26	1	1		49	95.9%	4.1%
7. In my school/worksite, I am treated as a professional.	25	22		2		49	95.9%	4.1%
8. There is good teamwork among staff in my school/worksite.	22	21		6		49	87.8%	12.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	27	3	9	2	49	74.5%	25.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	27	3	12		49	69.4%	30.6%
11. My work performance is evaluated fairly.	24	21	1	2		48	93.8%	6.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	11	14	20	1	49	29.2%	70.8%
13. I am provided adequate work and storage space to prepare for and do my job.	9	29	3	8		49	77.6%	22.4%
14. My administrators/supervisors respect the negotiated contracts.	27	21				48	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	22	19		1	7	49	97.6%	2.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	33		1	1	49	97.9%	2.1%
17. In my school, student misbehavior interferes with learning.	16	28		3	1	48	93.6%	6.4%
18. Too much instructional time is spent administering assessments.	7	19		4	19	49	86.7%	13.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	14	15	18	1	49	31.3%	68.8%
20. Increased workload has contributed to a decline in my morale.	24	18	1	5		48	87.5%	12.5%
21. I am paid fairly.	1	12	12	24		49	26.5%	73.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	19	14	14		49	42.9%	57.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	9	18	21		49	20.4%	79.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	35	2	4	2	49	87.2%	12.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	33	3	9	2	49	74.5%	25.5%
26. In my position, I receive appropriate and adequate support and training.	5	28		15		48	68.8%	31.3%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	29	17	1	49	4.2%	95.8%

**2021-2022 HCEA Job Satisfaction Survey**

**WATERLOO ES**

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			37	11	1	49	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	3	7	15	22	2	49	21.3%	78.7%
30. At my school I spend most of my PIP time on non-instructional activities.	1	15	4	14	15	49	47.1%	52.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	26		2	20	49	93.1%	6.9%
32. In my school, I spend too much time in meetings.	4	10	2	31	2	49	29.8%	70.2%
33. In my school, there is adequate support for special education students.	1	5	22	21		49	12.2%	87.8%