

**2022-2023 HCEA Job Satisfaction Survey**

**FULTON ES**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	32	5	31	7		75	49.3%	50.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	37	3	22	13		75	53.3%	46.7%
3) I personally feel successful in my work.	44	15	15	1		75	78.7%	21.3%
4) I feel involved in decision-making at my school/worksite.	32	5	29	8	1	75	50.0%	50.0%
5) I want to be involved in decision-making at my school/worksite.	54	15	5		1	75	93.2%	6.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	39	5	17	14		75	58.7%	41.3%
7) In my school/worksite, I am treated as a professional.	44	13	16	2		75	76.0%	24.0%
8) There is good teamwork among staff in my school/worksite.	49	7	17	1		74	75.7%	24.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	44	7	9	4	10	74	79.7%	20.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	42	15	15	3		75	76.0%	24.0%
11) My work performance is evaluated fairly.	48	13	12	1	1	75	82.4%	17.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	5	23	16	4	74	44.3%	55.7%
13) I am provided adequate work and storage space to prepare for and do my job.	49	12	13	1		75	81.3%	18.7%
14) My administrators/supervisors respect the negotiated contracts.	48	18	6	2		74	89.2%	10.8%
15) My planning time is respected by my school administrations/supervisors.	33	7	22	3	10	75	61.5%	38.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	35	5	18	9	6	73	59.7%	40.3%
17) In my school, student misbehavior interferes with learning.	26	27	16	3	2	74	73.6%	26.4%
18) Too much instructional time is spent administering assessments.	31	5	22	1	15	74	61.0%	39.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	25	4	31	12	2	74	40.3%	59.7%
20) Increased workload has contributed to a decline in my morale.	28	30	11	2	3	74	81.7%	18.3%
21) I am paid fairly.	18	4	27	24		73	30.1%	69.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	42	1	23	6	2	74	59.7%	40.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	37		25	6	5	73	54.4%	45.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	41	23	8		1	73	88.9%	11.1%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	42	5	21	3	3	74	66.2%	33.8%
26) In my position, I receive appropriate and adequate support and training.	42	5	16	11		74	63.5%	36.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	2	33	30	2	73	11.3%	88.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	1	34	32	2	74	8.3%	91.7%
29) During this current school year, I have experienced harassing behavior from parents.	12	4	33	23	2	74	22.2%	77.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10	1	31	9	23	74	21.6%	78.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	33	4	13	3	21	74	69.8%	30.2%
32) In my school/worksite, I spend too much time in meetings.	30	11	23	3	8	75	61.2%	38.8%
33) In my school, there is adequate support for special education students.	11	1	24	37	2	75	16.4%	83.6%