

**2022-2023 HCEA Job Satisfaction Survey**

**LISBON ES**

<b>Questions</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Disagree</b>	<b>Strongly 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	33	2	6	2		43	81.4%	18.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	25	6	8	4		43	72.1%	27.9%
3) I personally feel successful in my work.	19	12	11		1	43	73.8%	26.2%
4) I feel involved in decision-making at my school/worksite.	16	9	13	4	1	43	59.5%	40.5%
5) I want to be involved in decision-making at my school/worksite.	25	12	2	1	2	42	92.5%	7.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	6	9	5	1	43	66.7%	33.3%
7) In my school/worksite, I am treated as a professional.	22	10	8	1	1	42	78.0%	22.0%
8) There is good teamwork among staff in my school/worksite.	26	12	3	2		43	88.4%	11.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	24	7	7	1	4	43	79.5%	20.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	28	9	5	1		43	86.0%	14.0%
11) My work performance is evaluated fairly.	21	11	6		3	41	84.2%	15.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	12	5	16	9		42	40.5%	59.5%
13) I am provided adequate work and storage space to prepare for and do my job.	31	7	3	2		43	88.4%	11.6%
14) My administrators/supervisors respect the negotiated contracts.	23	16	2	2		43	90.7%	9.3%
15) My planning time is respected by my school administrations/supervisors.	19	14	1	1	8	43	94.3%	5.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	19	9	5	5	5	43	73.7%	26.3%
17) In my school, student misbehavior interferes with learning.	12	8	18	4	1	43	47.6%	52.4%
18) Too much instructional time is spent administering assessments.	15	11	11	1	5	43	68.4%	31.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	2	15	6		43	51.2%	48.8%
20) Increased workload has contributed to a decline in my morale.	16	12	13	1	1	43	66.7%	33.3%
21) I am paid fairly.	13		18	12		43	30.2%	69.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	16	4	19	4		43	46.5%	53.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	1	16	6	1	42	46.3%	53.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	13	4		1	43	90.5%	9.5%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	24	5	6	3	5	43	76.3%	23.7%
26) In my position, I receive appropriate and adequate support and training.	23	3	13	1	2	42	65.0%	35.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	17	21		42	9.5%	90.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	2	19	20		43	9.3%	90.7%
29) During this current school year, I have experienced harassing behavior from parents.	6	1	20	15	1	43	16.7%	83.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7		18	2	12	39	25.9%	74.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	20	2	2		16	40	91.7%	8.3%
32) In my school/worksite, I spend too much time in meetings.	15	4	22	1		42	45.2%	54.8%
33) In my school, there is adequate support for special education students.	6	1	19	17		43	16.3%	83.7%