

**2022-2023 HCEA Job Satisfaction Survey**

**LONG REACH HS**

<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	50	9	42	6		107	55.1%	44.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	54	13	35	3		105	63.8%	36.2%
3) I personally feel successful in my work.	67	24	14	2		107	85.0%	15.0%
4) I feel involved in decision-making at my school/worksite.	42	9	39	12	5	107	50.0%	50.0%
5) I want to be involved in decision-making at my school/worksite.	71	19	11	1	4	106	88.2%	11.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	61	20	21	5		107	75.7%	24.3%
7) In my school/worksite, I am treated as a professional.	60	31	14	2	1	108	85.0%	15.0%
8) There is good teamwork among staff in my school/worksite.	57	27	22	2		108	77.8%	22.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	59	11	21	6	10	107	72.2%	27.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	47	15	32	14		108	57.4%	42.6%
11) My work performance is evaluated fairly.	64	27	11	3	2	107	86.7%	13.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	40	9	33	20	5	107	48.0%	52.0%
13) I am provided adequate work and storage space to prepare for and do my job.	57	26	19	3	1	106	79.0%	21.0%
14) My administrators/supervisors respect the negotiated contracts.	66	28	10	3	1	108	87.9%	12.1%
15) My planning time is respected by my school administrations/supervisors.	54	18	17	1	18	108	80.0%	20.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	44	8	37	8	11	108	53.6%	46.4%
17) In my school, student misbehavior interferes with learning.	51	31	19	2	5	108	79.6%	20.4%
18) Too much instructional time is spent administering assessments.	42	20	30	1	15	108	66.7%	33.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	41	5	36	20	5	107	45.1%	54.9%
20) Increased workload has contributed to a decline in my morale.	40	35	26	3	2	106	72.1%	27.9%
21) I am paid fairly.	46	5	36	21		108	47.2%	52.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	51	11	31	12	2	107	59.0%	41.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	38	5	45	18	2	108	40.6%	59.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	61	34	7	3	1	106	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.	55	13	24	8	6	106	68.0%	32.0%
26) In my position, I receive appropriate and adequate support and training.	60	10	31	7		108	64.8%	35.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	4	46	51	1	107	8.5%	91.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	3	50	51	1	108	5.6%	94.4%
29) During this current school year, I have experienced harassing behavior from parents.	15	6	50	34	3	108	20.0%	80.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	27	17	35	3	24	106	53.7%	46.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	30	4	23	21	27	105	43.6%	56.4%
32) In my school/worksite, I spend too much time in meetings.	30	11	51	7	8	107	41.4%	58.6%
33) In my school, there is adequate support for special education students.	45	7	35	9	11	107	54.2%	45.8%