

2022-2023 HCEA Job Satisfaction Survey

Level	(All)
Worksite	(All)
Job Description	(All)
Unit	(All)
Work In Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	693	2679	547	1287	13	5219
	13.3%	51.5%	10.5%	24.7%		
2) There is an atmosphere of open communication and trust in my school/worksite.	855	2678	392	1281	10	5216
	16.4%	51.4%	7.5%	24.6%		
3) I personally feel successful in my work.	1211	3104	167	724	8	5214
	23.3%	59.6%	3.2%	13.9%		
4) I feel involved in decision-making at my school/worksite.	614	2401	482	1514	207	5218
	12.3%	47.9%	9.6%	30.2%		
5) I want to be involved in decision-making at my school/worksite.	1171	3247	78	468	245	5209
	23.6%	65.4%	1.6%	9.4%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	1082	2626	365	1087	40	5200
	21.0%	50.9%	7.1%	21.1%		
7) In my school/worksite, I am treated as a professional.	1610	2850	167	573	13	5213
	31.0%	54.8%	3.2%	11.0%		
8) There is good teamwork among staff in my school/worksite.	1329	2901	176	794	15	5215
	25.6%	55.8%	3.4%	15.3%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	718	2744	308	861	556	5187
	15.5%	59.3%	6.7%	18.6%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	1096	2738	373	976	18	5201
	21.1%	52.8%	7.2%	18.8%		
11) My work performance is evaluated fairly.	1491	3030	116	444	112	5193
	29.3%	59.6%	2.3%	8.7%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	610	1936	994	1458	207	5205
	12.2%	38.7%	19.9%	29.2%		
13) I am provided adequate work and storage space to prepare for and do my job.	1277	3018	223	630	61	5209
	24.8%	58.6%	4.3%	12.2%		
14) My administrators/supervisors respect the negotiated contracts.	1827	2905	73	321	64	5190
	35.6%	56.7%	1.4%	6.3%		

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15) My planning time is respected by my school administrations/supervisors.	1198	2412	145	547	905	5207
	27.8%	56.1%	3.4%	12.7%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	777	2245	551	920	690	5183
	17.3%	50.0%	12.3%	20.5%		
17) In my school, student misbehavior interferes with learning.	1403	2039	240	1053	460	5195
	29.6%	43.1%	5.1%	22.2%		
18) Too much instructional time is spent administering assessments.	738	1726	115	1527	1089	5195
	18.0%	42.0%	2.8%	37.2%		
19) HCPSS professional development experiences are meaningful and worthwhile.	249	2032	833	1814	247	5175
	5.1%	41.2%	16.9%	36.8%		
20) Increased workload has contributed to a decline in my morale.	1519	1944	193	1273	247	5176
	30.8%	39.4%	3.9%	25.8%		
21) I am paid fairly.	240	1869	1187	1880	17	5193
	4.6%	36.1%	22.9%	36.3%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	417	2688	544	1317	165	5131
	8.4%	54.1%	11.0%	26.5%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	162	2167	688	1867	217	5101
	3.3%	44.4%	14.1%	38.2%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	1508	2997	119	385	144	5153
	30.1%	59.8%	2.4%	7.7%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	607	2969	282	913	395	5166
	12.7%	62.2%	5.9%	19.1%		
26) In my position, I receive appropriate and adequate support and training.	627	2931	321	1274	39	5192
	12.2%	56.9%	6.2%	24.7%		
27) During this current school year, I have experienced harassing behavior from colleagues.	145	372	2665	1904	105	5191
	2.9%	7.3%	52.4%	37.4%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	92	231	2908	1870	94	5195
	1.8%	4.5%	57.0%	36.7%		
29) During this current school year, I have experienced harassing behavior from parents.	259	871	1685	2134	248	5197
	5.2%	17.6%	34.0%	43.1%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	241	982	408	2015	1505	5151
	6.6%	26.9%	11.2%	55.3%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	311	2279	232	691	1611	5124
	8.9%	64.9%	6.6%	19.7%		
32) In my school/worksite, I spend too much time in meetings.	560	1411	300	2487	424	5182
	11.8%	29.7%	6.3%	52.3%		
33) In my school, there is adequate support for special education students.	320	1303	1505	1679	397	5204
	6.7%	27.1%	31.3%	34.9%		

2022-2023 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Job Description	(All)
Unit	(All)
Work In Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	385	1300	250	562	4	2501
	15.4%	52.1%	10.0%	22.5%		
2) There is an atmosphere of open communication and trust in my school/worksite.	471	1292	184	547	5	2499
	18.9%	51.8%	7.4%	21.9%		
3) I personally feel successful in my work.	579	1477	85	346	3	2490
	23.3%	59.4%	3.4%	13.9%		
4) I feel involved in decision-making at my school/worksite.	340	1184	202	675	94	2495
	14.2%	49.3%	8.4%	28.1%		
5) I want to be involved in decision-making at my school/worksite.	617	1565	23	171	114	2490
	26.0%	65.9%	1.0%	7.2%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	555	1269	180	461	20	2485
	22.5%	51.5%	7.3%	18.7%		
7) In my school/worksite, I am treated as a professional.	810	1353	75	249	7	2494
	32.6%	54.4%	3.0%	10.0%		
8) There is good teamwork among staff in my school/worksite.	679	1409	70	335	4	2497
	27.2%	56.5%	2.8%	13.4%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	365	1325	144	420	229	2483
	16.2%	58.8%	6.4%	18.6%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	565	1369	140	406	5	2485
	22.8%	55.2%	5.6%	16.4%		
11) My work performance is evaluated fairly.	761	1422	49	184	64	2480
	31.5%	58.9%	2.0%	7.6%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	288	932	478	700	92	2490
	12.0%	38.9%	19.9%	29.2%		
13) I am provided adequate work and storage space to prepare for and do my job.	593	1444	104	328	24	2493
	24.0%	58.5%	4.2%	13.3%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	948	1332	37	139	27	2483
	38.6%	54.2%	1.5%	5.7%		
15) My planning time is respected by my school administrations/supervisors.	642	1144	73	267	367	2493
	30.2%	53.8%	3.4%	12.6%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	454	1120	216	410	275	2475
	20.6%	50.9%	9.8%	18.6%		
17) In my school, student misbehavior interferes with learning.	690	1059	106	491	139	2485
	29.4%	45.1%	4.5%	20.9%		
18) Too much instructional time is spent administering assessments.	424	852	47	666	501	2490
	21.3%	42.8%	2.4%	33.5%		
19) HCPSS professional development experiences are meaningful and worthwhile.	136	1042	321	885	85	2469
	5.7%	43.7%	13.5%	37.1%		
20) Increased workload has contributed to a decline in my morale.	788	924	86	577	106	2481
	33.2%	38.9%	3.6%	24.3%		
21) I am paid fairly.	98	793	658	936	6	2491
	3.9%	31.9%	26.5%	37.7%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	221	1383	233	566	63	2466
	9.2%	57.6%	9.7%	23.6%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	80	1119	296	863	88	2446
	3.4%	47.5%	12.6%	36.6%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	792	1394	51	177	60	2474
	32.8%	57.7%	2.1%	7.3%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	341	1443	104	410	175	2473
	14.8%	62.8%	4.5%	17.8%		
26) In my position, I receive appropriate and adequate support and training.	327	1402	137	611	15	2492
	13.2%	56.6%	5.5%	24.7%		
27) During this current school year, I have experienced harassing behavior from colleagues.	65	184	1310	886	41	2486
	2.7%	7.5%	53.6%	36.2%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	39	95	1492	827	37	2490
	1.6%	3.9%	60.8%	33.7%		
29) During this current school year, I have experienced harassing behavior from parents.	101	348	906	1068	70	2493
	4.2%	14.4%	37.4%	44.1%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	70	409	241	1054	685	2459
	3.9%	23.1%	13.6%	59.4%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	147	1187	53	259	790	2436
	8.9%	72.1%	3.2%	15.7%		
32) In my school/worksites, I spend too much time in meetings.	359	706	122	1110	181	2478
	15.6%	30.7%	5.3%	48.3%		
33) In my school, there is adequate support for special education students.	104	433	1081	800	76	2494
	4.3%	17.9%	44.7%	33.1%		

2022-2023 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Job Description	(All)
Unit	(All)
Work In Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	101	510	166	336	4	1117
	9.1%	45.8%	14.9%	30.2%		
2) There is an atmosphere of open communication and trust in my school/worksite.	134	555	107	322	1	1119
	12.0%	49.6%	9.6%	28.8%		
3) I personally feel successful in my work.	232	665	41	181	2	1121
	20.7%	59.4%	3.7%	16.2%		
4) I feel involved in decision-making at my school/worksite.	102	513	116	345	44	1120
	9.5%	47.7%	10.8%	32.1%		
5) I want to be involved in decision-making at my school/worksite.	228	683	24	123	60	1118
	21.6%	64.6%	2.3%	11.6%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	205	561	81	260	8	1115
	18.5%	50.7%	7.3%	23.5%		
7) In my school/worksite, I am treated as a professional.	305	638	38	136	1	1118
	27.3%	57.1%	3.4%	12.2%		
8) There is good teamwork among staff in my school/worksite.	271	623	50	169	2	1115
	24.3%	56.0%	4.5%	15.2%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	146	607	81	206	75	1115
	14.0%	58.4%	7.8%	19.8%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	216	559	103	235	4	1117
	19.4%	50.2%	9.3%	21.1%		
11) My work performance is evaluated fairly.	279	668	30	115	22	1114
	25.5%	61.2%	2.7%	10.5%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	107	395	244	330	41	1117
	9.9%	36.7%	22.7%	30.7%		
13) I am provided adequate work and storage space to prepare for and do my job.	278	639	59	131	12	1119
	25.1%	57.7%	5.3%	11.8%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	350	643	17	84	18	1112
	32.0%	58.8%	1.6%	7.7%		
15) My planning time is respected by my school administrations/supervisors.	236	555	36	136	151	1114
	24.5%	57.6%	3.7%	14.1%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	155	499	165	222	72	1113
	14.9%	47.9%	15.9%	21.3%		
17) In my school, student misbehavior interferes with learning.	410	409	55	209	34	1117
	37.9%	37.8%	5.1%	19.3%		
18) Too much instructional time is spent administering assessments.	149	373	19	387	181	1109
	16.1%	40.2%	2.0%	41.7%		
19) HCPSS professional development experiences are meaningful and worthwhile.	54	444	193	373	52	1116
	5.1%	41.7%	18.1%	35.1%		
20) Increased workload has contributed to a decline in my morale.	324	433	31	269	55	1112
	30.7%	41.0%	2.9%	25.4%		
21) I am paid fairly.	53	441	230	380	7	1111
	4.8%	39.9%	20.8%	34.4%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	60	565	125	296	51	1097
	5.7%	54.0%	12.0%	28.3%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	32	452	149	393	70	1096
	3.1%	44.1%	14.5%	38.3%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	293	642	26	99	46	1106
	27.6%	60.6%	2.5%	9.3%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	111	665	64	186	80	1106
	10.8%	64.8%	6.2%	18.1%		
26) In my position, I receive appropriate and adequate support and training.	128	634	71	269	10	1112
	11.6%	57.5%	6.4%	24.4%		
27) During this current school year, I have experienced harassing behavior from colleagues.	36	85	559	410	21	1111
	3.3%	7.8%	51.3%	37.6%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	23	62	586	420	20	1111
	2.1%	5.7%	53.7%	38.5%		
29) During this current school year, I have experienced harassing behavior from parents.	71	230	322	455	32	1110
	6.6%	21.3%	29.9%	42.2%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	58	231	68	473	279	1109
	7.0%	27.8%	8.2%	57.0%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	94	554	45	140	272	1105
	11.3%	66.5%	5.4%	16.8%		
32) In my school/worksites, I spend too much time in meetings.	93	316	55	540	107	1111
	9.3%	31.5%	5.5%	53.8%		
33) In my school, there is adequate support for special education students.	79	340	214	422	58	1113
	7.5%	32.2%	20.3%	40.0%		

2022-2023 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Job Description	(All)
Unit	(All)
Work In Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	125	657	116	311	3	1212
	10.3%	54.3%	9.6%	25.7%		
2) There is an atmosphere of open communication and trust in my school/worksite.	157	638	84	327	3	1209
	13.0%	52.9%	7.0%	27.1%		
3) I personally feel successful in my work.	275	749	33	155	1	1213
	22.7%	61.8%	2.7%	12.8%		
4) I feel involved in decision-making at my school/worksite.	114	506	132	412	49	1213
	9.8%	43.5%	11.3%	35.4%		
5) I want to be involved in decision-making at my school/worksite.	213	770	26	157	46	1212
	18.3%	66.0%	2.2%	13.5%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	223	595	82	300	10	1210
	18.6%	49.6%	6.8%	25.0%		
7) In my school/worksite, I am treated as a professional.	344	667	45	155	2	1213
	28.4%	55.1%	3.7%	12.8%		
8) There is good teamwork among staff in my school/worksite.	258	673	41	237	5	1214
	21.3%	55.7%	3.4%	19.6%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	161	675	69	194	106	1205
	14.6%	61.4%	6.3%	17.7%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	235	598	113	261	3	1210
	19.5%	49.5%	9.4%	21.6%		
11) My work performance is evaluated fairly.	313	726	30	124	19	1212
	26.2%	60.9%	2.5%	10.4%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	128	432	245	365	40	1210
	10.9%	36.9%	20.9%	31.2%		
13) I am provided adequate work and storage space to prepare for and do my job.	288	725	50	137	12	1212
	24.0%	60.4%	4.2%	11.4%		

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14) My administrators/supervisors respect the negotiated contracts.	370	731	15	81	13	1210
	30.9%	61.1%	1.3%	6.8%		
15) My planning time is respected by my school administrations/supervisors.	244	617	31	128	193	1213
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	138	528	157	253	133	1209
	12.8%	49.1%	14.6%	23.5%		
17) In my school, student misbehavior interferes with learning.	251	498	70	325	64	1208
	21.9%	43.5%	6.1%	28.4%		
18) Too much instructional time is spent administering assessments.	153	455	39	411	151	1209
	14.5%	43.0%	3.7%	38.8%		
19) HCPSS professional development experiences are meaningful and worthwhile.	31	380	282	460	54	1207
	2.7%	33.0%	24.5%	39.9%		
20) Increased workload has contributed to a decline in my morale.	346	491	44	272	51	1204
	30.0%	42.6%	3.8%	23.6%		
21) I am paid fairly.	53	467	241	444	2	1207
	4.4%	38.8%	20.0%	36.8%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	71	530	162	394	40	1197
	6.1%	45.8%	14.0%	34.1%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	29	405	210	502	42	1188
	2.5%	35.3%	18.3%	43.8%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	330	729	35	79	26	1199
	28.1%	62.1%	3.0%	6.7%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	110	678	85	251	80	1204
	9.8%	60.3%	7.6%	22.3%		
26) In my position, I receive appropriate and adequate support and training.	103	687	87	319	9	1205
	8.6%	57.4%	7.3%	26.7%		
27) During this current school year, I have experienced harassing behavior from colleagues.	28	73	604	483	20	1208
	2.4%	6.1%	50.8%	40.7%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	22	59	611	501	16	1209
	1.8%	4.9%	51.2%	42.0%		

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29) During this current school year, I have experienced harassing behavior from parents.	74	257	341	498	38	1208
	6.3%	22.0%	29.1%	42.6%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	107	316	81	432	266	1202
	11.4%	33.8%	8.7%	46.2%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	53	470	131	274	271	1199
	5.7%	50.6%	14.1%	29.5%		
32) In my school/worksite, I spend too much time in meetings.	85	317	84	637	87	1210
	7.6%	28.2%	7.5%	56.7%		
33) In my school, there is adequate support for special education students.	100	451	174	412	74	1211
	8.8%	39.7%	15.3%	36.2%		

2022-2023 HCEA Job Satisfaction Survey

Level	All
Worksite	(All)
Job Description	(All)
Unit	Certificated
Work In Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	423	1881	431	1004	12	3751
	11.3%	50.3%	11.5%	26.9%		
2) There is an atmosphere of open communication and trust in my school/worksite.	580	1921	287	949	7	3744
	15.5%	51.4%	7.7%	25.4%		
3) I personally feel successful in my work.	817	2243	122	557	5	3744
	21.9%	60.0%	3.3%	14.9%		
4) I feel involved in decision-making at my school/worksite.	462	1768	339	1107	74	3750
	12.6%	48.1%	9.2%	30.1%		
5) I want to be involved in decision-making at my school/worksite.	913	2336	58	351	86	3744
	25.0%	63.9%	1.6%	9.6%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	782	1898	264	771	21	3736
	21.0%	51.1%	7.1%	20.8%		
7) In my school/worksite, I am treated as a professional.	1211	2008	113	410	4	3746
	32.4%	53.7%	3.0%	11.0%		
8) There is good teamwork among staff in my school/worksite.	939	2099	118	579	9	3744
	25.1%	56.2%	3.2%	15.5%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	561	2086	219	616	248	3730
	16.1%	59.9%	6.3%	17.7%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	774	1905	298	752	6	3735
	20.8%	51.1%	8.0%	20.2%		
11) My work performance is evaluated fairly.	1137	2159	85	318	39	3738
	30.7%	58.4%	2.3%	8.6%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	394	1294	861	1180	12	3741
	10.6%	34.7%	23.1%	31.6%		
13) I am provided adequate work and storage space to prepare for and do my job.	934	2131	169	502	6	3742
	25.0%	57.0%	4.5%	13.4%		
14) My administrators/supervisors respect the negotiated contracts.	1380	2080	40	221	13	3734
	37.1%	55.9%	1.1%	5.9%		

2022-2023 HCEA Job Satisfaction Survey

15) My planning time is respected by my school administrations/supervisors.	1029	2024	116	450	120	3739
	28.4%	55.9%	3.2%	12.4%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	590	1701	460	708	268	3727
	17.1%	49.2%	13.3%	20.5%		
17) In my school, student misbehavior interferes with learning.	1013	1515	193	870	152	3743
	28.2%	42.2%	5.4%	24.2%		
18) Too much instructional time is spent administering assessments.	630	1387	92	1186	443	3738
	19.1%	42.1%	2.8%	36.0%		
19) HCPSS professional development experiences are meaningful and worthwhile.	146	1415	698	1436	27	3722
	4.0%	38.3%	18.9%	38.9%		
20) Increased workload has contributed to a decline in my morale.	1301	1527	98	734	70	3730
	35.5%	41.7%	2.7%	20.1%		
21) I am paid fairly.	178	1501	736	1320	4	3739
	4.8%	40.2%	19.7%	35.3%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	271	1904	425	1012	90	3702
	7.5%	52.7%	11.8%	28.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	91	1488	539	1428	133	3679
	2.6%	42.0%	15.2%	40.3%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	1212	2124	74	248	57	3715
	33.1%	58.1%	2.0%	6.8%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	448	2204	216	721	130	3719
	12.5%	61.4%	6.0%	20.1%		
26) In my position, I receive appropriate and adequate support and training.	449	2147	211	910	18	3735
	12.1%	57.8%	5.7%	24.5%		
27) During this current school year, I have experienced harassing behavior from colleagues.	104	282	1932	1375	44	3737
	2.8%	7.6%	52.3%	37.2%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	64	178	2122	1340	39	3743
	1.7%	4.8%	57.3%	36.2%		

2022-2023 HCEA Job Satisfaction Survey

29) During this current school year, I have experienced harassing behavior from parents.	219	712	1185	1586	37	3739
	5.9%	19.2%	32.0%	42.8%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	226	893	379	1819	396	3713
	6.8%	26.9%	11.4%	54.8%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	279	2060	214	635	496	3684
	8.8%	64.6%	6.7%	19.9%		
32) In my school/worksites, I spend too much time in meetings.	510	1228	165	1761	74	3738
	13.9%	33.5%	4.5%	48.1%		
33) In my school, there is adequate support for special education students.	205	945	1157	1320	118	3745
	5.7%	26.1%	31.9%	36.4%		

2022-2023 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Job Description	(All)
Unit	Certificated
Work In Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	246	898	186	423	3	1756
	14.0%	51.2%	10.6%	24.1%		
2) There is an atmosphere of open communication and trust in my school/worksite.	332	902	131	383	3	1751
	19.0%	51.6%	7.5%	21.9%		
3) I personally feel successful in my work.	389	1029	64	262	2	1746
	22.3%	59.0%	3.7%	15.0%		
4) I feel involved in decision-making at my school/worksite.	268	853	134	469	27	1751
	15.5%	49.5%	7.8%	27.2%		
5) I want to be involved in decision-making at my school/worksite.	481	1100	13	117	37	1748
	28.1%	64.3%	0.8%	6.8%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	409	906	128	295	9	1747
	23.5%	52.1%	7.4%	17.0%		
7) In my school/worksite, I am treated as a professional.	623	913	46	167	1	1750
	35.6%	52.2%	2.6%	9.5%		
8) There is good teamwork among staff in my school/worksite.	469	1008	45	227	1	1750
	26.8%	57.6%	2.6%	13.0%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	279	957	90	280	135	1741
	17.4%	59.6%	5.6%	17.4%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	389	945	109	297	2	1742
	22.4%	54.3%	6.3%	17.1%		
11) My work performance is evaluated fairly.	588	970	37	127	20	1742
	34.1%	56.3%	2.1%	7.4%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	194	591	419	543	1	1748
	11.1%	33.8%	24.0%	31.1%		
13) I am provided adequate work and storage space to prepare for and do my job.	431	985	77	256	1	1750
	24.6%	56.3%	4.4%	14.6%		
14) My administrators/supervisors respect the negotiated contracts.	721	915	23	82	4	1745
	41.4%	52.6%	1.3%	4.7%		

2022-2023 HCEA Job Satisfaction Survey

15) My planning time is respected by my school administrations/supervisors.	539	908	62	208	31	1748
	31.4%	52.9%	3.6%	12.1%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	337	808	167	300	128	1740
	20.9%	50.1%	10.4%	18.6%		
17) In my school, student misbehavior interferes with learning.	461	758	80	390	63	1752
	27.3%	44.9%	4.7%	23.1%		
18) Too much instructional time is spent administering assessments.	348	654	36	480	232	1750
	22.9%	43.1%	2.4%	31.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	72	707	262	685	7	1733
20) Increased workload has contributed to a decline in my morale.	656	701	49	304	35	1745
	38.4%	41.0%	2.9%	17.8%		
21) I am paid fairly.	74	640	396	638		1748
	4.2%	36.6%	22.7%	36.5%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	153	979	164	410	28	1734
	9.0%	57.4%	9.6%	24.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	44	767	214	644	52	1721
	2.6%	46.0%	12.8%	38.6%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	636	944	26	110	24	1740
	37.1%	55.0%	1.5%	6.4%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	251	1019	78	324	64	1736
	15.0%	60.9%	4.7%	19.4%		
26) In my position, I receive appropriate and adequate support and training.	245	992	96	414	4	1751
	14.0%	56.8%	5.5%	23.7%		
27) During this current school year, I have experienced harassing behavior from colleagues.	49	134	928	620	17	1748
	2.8%	7.7%	53.6%	35.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	29	68	1076	563	15	1751
	1.7%	3.9%	62.0%	32.4%		
29) During this current school year, I have experienced harassing behavior from parents.	80	282	623	752	14	1751
	4.6%	16.2%	35.9%	43.3%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	63	352	220	928	167	1730
	4.0%	22.5%	14.1%	59.4%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	132	1056	43	226	249	1706
	9.1%	72.5%	3.0%	15.5%		
32) In my school/worksites, I spend too much time in meetings.	325	609	57	729	27	1747
	18.9%	35.4%	3.3%	42.4%		
33) In my school, there is adequate support for special education students.	55	271	809	589	27	1751
	3.2%	15.7%	46.9%	34.2%		

2022-2023 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Job Description	(All)
Unit	Certificated
Select your age bracket	(All)
Work In Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	61 7.1%	387 44.9%	133 15.4%	281 32.6%	4	866
2) There is an atmosphere of open communication and trust in my school/worksite.	95 11.0%	431 49.8%	79 9.1%	260 30.1%	1	866
3) I personally feel successful in my work.	170 19.6%	524 60.4%	30 3.5%	143 16.5%	2	869
4) I feel involved in decision-making at my school/worksite.	83 9.8%	416 49.2%	87 10.3%	260 30.7%	21	867
5) I want to be involved in decision-making at my school/worksite.	197 23.5%	522 62.1%	21 2.5%	100 11.9%	27	867
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	161 18.8%	431 50.4%	61 7.1%	202 23.6%	7	862
7) In my school/worksite, I am treated as a professional.	245 28.3%	489 56.5%	27 3.1%	104 12.0%	1	866
8) There is good teamwork among staff in my school/worksite.	214 24.9%	479 55.6%	31 3.6%	137 15.9%	2	863
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	116 13.9%	494 59.2%	63 7.6%	161 19.3%	32	866
10) My working environment (i.e. safety, cleanliness) is conducive to success.	167 19.3%	413 47.8%	80 9.3%	204 23.6%	1	865
11) My work performance is evaluated fairly.	233 27.2%	520 60.6%	20 2.3%	85 9.9%	7	865
12) I am provided adequate time during the workday to plan, prepare for and do my job.	80 9.3%	301 34.9%	199 23.1%	282 32.7%	3	865
13) I am provided adequate work and storage space to prepare for and do my job.	226 26.2%	479 55.4%	48 5.6%	111 12.8%	2	866

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	283	498	8	69	5	863
	33.0%	58.0%	0.9%	8.0%		
15) My planning time is respected by my school administrations/supervisors.	213	495	24	114	16	862
	25.2%	58.5%	2.8%	13.5%		
16) In my school/worksites, administrators/supervisors support me in enforcing discipline.	125	394	141	177	26	863
	14.9%	47.1%	16.8%	21.1%		
17) In my school, student misbehavior interferes with learning.	321	321	46	174	5	867
	37.2%	37.2%	5.3%	20.2%		
18) Too much instructional time is spent administering assessments.	139	322	15	317	69	862
	17.5%	40.6%	1.9%	40.0%		
19) HCPSS professional development experiences are meaningful and worthwhile.	38	343	168	311	8	868
	4.4%	39.9%	19.5%	36.2%		
20) Increased workload has contributed to a decline in my morale.	294	363	15	175	17	864
	34.7%	42.9%	1.8%	20.7%		
21) I am paid fairly.	48	379	149	288	2	866
	5.6%	43.9%	17.2%	33.3%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	46	432	108	239	32	857
	5.6%	52.4%	13.1%	29.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	21	338	131	318	44	852
	2.6%	41.8%	16.2%	39.4%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	249	503	20	68	21	861
	29.6%	59.9%	2.4%	8.1%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	90	541	52	150	28	861
	10.8%	64.9%	6.2%	18.0%		
26) In my position, I receive appropriate and adequate support and training.	97	509	49	206	4	865
	11.3%	59.1%	5.7%	23.9%		
27) During this current school year, I have experienced harassing behavior from colleagues.	26	70	442	315	12	865
	3.0%	8.2%	51.8%	36.9%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	14	54	462	325	10	865
	1.6%	6.3%	54.0%	38.0%		
29) During this current school year, I have experienced harassing behavior from parents.	63	195	235	364	6	863
	7.4%	22.8%	27.4%	42.5%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	52	222	65	444	79	862
	6.6%	28.4%	8.3%	56.7%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	87	520	41	130	82	860
	11.2%	66.8%	5.3%	16.7%		
32) In my school/worksites, I spend too much time in meetings.	88	292	36	429	19	864
	10.4%	34.6%	4.3%	50.8%		
33) In my school, there is adequate support for special education students.	54	260	173	356	22	865
	6.4%	30.8%	20.5%	42.2%		

2022-2023 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Job Description	(All)
Unit	Certificated
Work In Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	91	499	105	258	3	956
	9.5%	52.4%	11.0%	27.1%		
2) There is an atmosphere of open communication and trust in my school/worksite.	117	502	71	262	2	954
	12.3%	52.7%	7.5%	27.5%		
3) I personally feel successful in my work.	211	585	27	132		955
	22.1%	61.3%	2.8%	13.8%		
4) I feel involved in decision-making at my school/worksite.	86	414	107	331	20	958
	9.2%	44.1%	11.4%	35.3%		
5) I want to be involved in decision-making at my school/worksite.	176	610	21	129	19	955
	18.8%	65.2%	2.2%	13.8%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	173	467	69	241	4	954
	18.2%	49.2%	7.3%	25.4%		
7) In my school/worksite, I am treated as a professional.	272	517	38	129	1	957
	28.5%	54.1%	4.0%	13.5%		
8) There is good teamwork among staff in my school/worksite.	205	526	33	190	4	958
	21.5%	55.1%	3.5%	19.9%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	142	574	59	156	22	953
	15.3%	61.7%	6.3%	16.8%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	181	457	102	214	1	955
	19.0%	47.9%	10.7%	22.4%		
11) My work performance is evaluated fairly.	247	570	28	101	11	957
	26.1%	60.3%	3.0%	10.7%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	85	322	226	320	3	956
13) I am provided adequate work and storage space to prepare for and do my job.	222	580	40	114		956
	23.2%	60.7%	4.2%	11.9%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	302	576	8	65	4	955
	31.8%	60.6%	0.8%	6.8%		
15) My planning time is respected by my school administrations/supervisors.	230	559	26	117	25	957
	24.7%	60.0%	2.8%	12.6%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	114	440	145	208	46	953
	12.6%	48.5%	16.0%	22.9%		
17) In my school, student misbehavior interferes with learning.	200	389	62	286	15	952
	21.3%	41.5%	6.6%	30.5%		
18) Too much instructional time is spent administering assessments.	136	386	35	343	55	955
	15.1%	42.9%	3.9%	38.1%		
19) HCPSS professional development experiences are meaningful and worthwhile.	22	286	253	384	7	952
	2.3%	30.3%	26.8%	40.6%		
20) Increased workload has contributed to a decline in my morale.	320	409	26	186	11	952
	34.0%	43.5%	2.8%	19.8%		
21) I am paid fairly.	40	407	170	333	2	952
	4.2%	42.8%	17.9%	35.1%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	48	402	140	330	26	946
	5.2%	43.7%	15.2%	35.9%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17	308	182	404	30	941
	1.9%	33.8%	20.0%	44.3%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	280	576	26	56	10	948
	29.9%	61.4%	2.8%	6.0%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	85	551	76	210	30	952
	9.2%	59.8%	8.2%	22.8%		
26) In my position, I receive appropriate and adequate support and training.	75	556	58	253	7	949
	8.0%	59.0%	6.2%	26.9%		
27) During this current school year, I have experienced harassing behavior from colleagues.	22	62	480	378	10	952
	2.3%	6.6%	51.0%	40.1%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	19	49	483	396	9	956
	2.0%	5.2%	51.0%	41.8%		
29) During this current school year, I have experienced harassing behavior from parents.	68	215	262	401	7	953
	7.2%	22.7%	27.7%	42.4%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	105	302	79	405	59	950
	11.8%	33.9%	8.9%	45.5%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	47	432	128	265	75	947
	5.4%	49.5%	14.7%	30.4%		
32) In my school/worksites, I spend too much time in meetings.	81	287	57	517	13	955
	8.6%	30.5%	6.1%	54.9%		
33) In my school, there is adequate support for special education students.	77	365	149	343	22	956
	8.2%	39.1%	16.0%	36.7%		

2022-2023 HCEA Job Satisfaction Survey

Level	All
Worksite	(All)
Job Description	(All)
Unit	ESP
Work In Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	220	649	94	224	1	1188
	18.5%	54.7%	7.9%	18.9%		
2) There is an atmosphere of open communication and trust in my school/worksite.	222	620	83	265	2	1192
	18.7%	52.1%	7.0%	22.3%		
3) I personally feel successful in my work.	327	707	32	123	2	1191
	27.5%	59.5%	2.7%	10.3%		
4) I feel involved in decision-making at my school/worksite.	121	521	110	327	110	1189
	11.2%	48.3%	10.2%	30.3%		
5) I want to be involved in decision-making at my school/worksite.	206	744	16	94	130	1190
	19.4%	70.2%	1.5%	8.9%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	251	589	79	253	14	1186
	21.4%	50.3%	6.7%	21.6%		
7) In my school/worksite, I am treated as a professional.	320	694	43	124	8	1189
	27.1%	58.8%	3.6%	10.5%		
8) There is good teamwork among staff in my school/worksite.	322	654	43	168	4	1191
	27.1%	55.1%	3.6%	14.2%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	125	535	73	205	249	1187
	13.3%	57.0%	7.8%	21.9%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	258	678	63	186	4	1189
	21.8%	57.2%	5.3%	15.7%		
11) My work performance is evaluated fairly.	283	712	24	101	57	1177
	25.3%	63.6%	2.1%	9.0%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	178	526	96	217	169	1186
	17.5%	51.7%	9.4%	21.3%		
13) I am provided adequate work and storage space to prepare for and do my job.	286	728	42	97	40	1193
	24.8%	63.1%	3.6%	8.4%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	368	677	29	77	34	1185
	32.0%	58.8%	2.5%	6.7%		
15) My planning time is respected by my school administrations/supervisors.	115	290	23	73	691	1192
	23.0%	57.9%	4.6%	14.6%		
16) In my school/worksites, administrators/supervisors support me in enforcing discipline.	145	439	69	173	357	1183
	17.6%	53.1%	8.4%	20.9%		
17) In my school, student misbehavior interferes with learning.	317	420	36	149	258	1180
	34.4%	45.6%	3.9%	16.2%		
18) Too much instructional time is spent administering assessments.	93	274	16	265	540	1188
	14.4%	42.3%	2.5%	40.9%		
19) HCPSS professional development experiences are meaningful and worthwhile.	80	504	109	311	183	1187
	8.0%	50.2%	10.9%	31.0%		
20) Increased workload has contributed to a decline in my morale.	163	340	80	457	141	1181
	15.7%	32.7%	7.7%	43.9%		
21) I am paid fairly.	46	283	393	452	9	1183
	3.9%	24.1%	33.5%	38.5%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	116	634	104	256	58	1168
	10.5%	57.1%	9.4%	23.1%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	55	548	125	365	67	1160
	5.0%	50.1%	11.4%	33.4%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	244	729	42	102	59	1176
	21.8%	65.3%	3.8%	9.1%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	132	613	59	157	217	1178
	13.7%	63.8%	6.1%	16.3%		
26) In my position, I receive appropriate and adequate support and training.	139	629	91	306	20	1185
	11.9%	54.0%	7.8%	26.3%		
27) During this current school year, I have experienced harassing behavior from colleagues.	34	70	603	430	44	1181
	3.0%	6.2%	53.0%	37.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	23	39	652	428	41	1183
	2.0%	3.4%	57.1%	37.5%		
29) During this current school year, I have experienced harassing behavior from parents.	30	137	402	441	179	1189
	3.0%	13.6%	39.8%	43.7%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10	56	16	125	970	1177
	4.8%	27.1%	7.7%	60.4%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	16	146	15	36	969	1182
	7.5%	68.5%	7.0%	16.9%		
32) In my school/worksites, I spend too much time in meetings.	30	133	114	615	289	1181
	3.4%	14.9%	12.8%	68.9%		
33) In my school, there is adequate support for special education students.	92	280	291	292	233	1188
	9.6%	29.3%	30.5%	30.6%		

2022-2023 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Job Description	(All)
Unit	ESP
Work In Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	114	334	54	113	1	616
	18.5%	54.3%	8.8%	18.4%		
2) There is an atmosphere of open communication and trust in my school/worksite.	118	323	43	132	2	618
	19.2%	52.4%	7.0%	21.4%		
3) I personally feel successful in my work.	158	379	18	61		616
	25.6%	61.5%	2.9%	9.9%		
4) I feel involved in decision-making at my school/worksite.	56	271	55	174	59	615
	10.1%	48.7%	9.9%	31.3%		
5) I want to be involved in decision-making at my school/worksite.	115	379	9	47	66	616
	20.9%	68.9%	1.6%	8.5%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	122	301	41	140	8	612
	20.2%	49.8%	6.8%	23.2%		
7) In my school/worksite, I am treated as a professional.	151	368	23	70	5	617
	24.7%	60.1%	3.8%	11.4%		
8) There is good teamwork among staff in my school/worksite.	179	332	17	86	3	617
	29.2%	54.1%	2.8%	14.0%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	70	304	48	120	73	615
	12.9%	56.1%	8.9%	22.1%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	145	346	27	96		614
	23.6%	56.4%	4.4%	15.6%		
11) My work performance is evaluated fairly.	142	371	11	47	37	608
	24.9%	65.0%	1.9%	8.2%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	78	287	42	127	80	614
	14.6%	53.7%	7.9%	23.8%		
13) I am provided adequate work and storage space to prepare for and do my job.	136	384	19	60	18	617
	22.7%	64.1%	3.2%	10.0%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	189	348	14	43	18	612
	31.8%	58.6%	2.4%	7.2%		
15) My planning time is respected by my school administrations/supervisors.	73	187	7	47	303	617
	23.2%	59.6%	2.2%	15.0%		
16) In my school/worksites, administrators/supervisors support me in enforcing discipline.	91	259	42	89	128	609
	18.9%	53.8%	8.7%	18.5%		
17) In my school, student misbehavior interferes with learning.	196	249	20	85	59	609
	35.6%	45.3%	3.6%	15.5%		
18) Too much instructional time is spent administering assessments.	67	169	9	143	227	615
	17.3%	43.6%	2.3%	36.9%		
19) HCPSS professional development experiences are meaningful and worthwhile.	53	283	51	165	61	613
	9.6%	51.3%	9.2%	29.9%		
20) Increased workload has contributed to a decline in my morale.	101	185	31	237	60	614
	18.2%	33.4%	5.6%	42.8%		
21) I am paid fairly.	16	118	229	247	5	615
	2.6%	19.3%	37.5%	40.5%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	57	324	65	136	27	609
	9.8%	55.7%	11.2%	23.4%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	27	282	73	190	29	601
	4.7%	49.3%	12.8%	33.2%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	133	375	24	52	26	610
	22.8%	64.2%	4.1%	8.9%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	78	347	22	71	93	611
	15.1%	67.0%	4.2%	13.7%		
26) In my position, I receive appropriate and adequate support and training.	66	332	34	172	11	615
	10.9%	55.0%	5.6%	28.5%		
27) During this current school year, I have experienced harassing behavior from colleagues.	14	40	315	225	17	611
	2.4%	6.7%	53.0%	37.9%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	7	23	348	221	16	615
	1.2%	3.8%	58.1%	36.9%		
29) During this current school year, I have experienced harassing behavior from parents.	18	59	228	265	47	617
	3.2%	10.4%	40.0%	46.5%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	40	12	89	463	609
	3.4%	27.4%	8.2%	61.0%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	9	90	9	25	478	611
	6.8%	67.7%	6.8%	18.8%		
32) In my school/worksites, I spend too much time in meetings.	21	78	54	327	130	610
	4.4%	16.3%	11.3%	68.1%		
33) In my school, there is adequate support for special education students.	44	128	228	176	40	616
	7.6%	22.2%	39.6%	30.6%		

2022-2023 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Job Description	(All)
Unit	ESP
Work In Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	30	95	26	48		199
	15.1%	47.7%	13.1%	24.1%		
2) There is an atmosphere of open communication and trust in my school/worksite.	27	98	20	56		201
	13.4%	48.8%	10.0%	27.9%		
3) I personally feel successful in my work.	47	115	7	31		200
	23.5%	57.5%	3.5%	15.5%		
4) I feel involved in decision-making at my school/worksite.	14	80	23	64	20	201
	7.7%	44.2%	12.7%	35.4%		
5) I want to be involved in decision-making at my school/worksite.	26	126	1	17	29	199
	15.3%	74.1%	0.6%	10.0%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	35	103	16	46	1	201
	17.5%	51.5%	8.0%	23.0%		
7) In my school/worksite, I am treated as a professional.	46	122	9	23		200
	23.0%	61.0%	4.5%	11.5%		
8) There is good teamwork among staff in my school/worksite.	43	116	14	28		201
	21.4%	57.7%	7.0%	13.9%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	24	89	13	39	35	200
	14.5%	53.9%	7.9%	23.6%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	38	120	18	23	2	201
	19.1%	60.3%	9.0%	11.6%		
11) My work performance is evaluated fairly.	35	122	5	25	11	198
	18.7%	65.2%	2.7%	13.4%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	22	73	35	40	30	200
	12.9%	42.9%	20.6%	23.5%		
13) I am provided adequate work and storage space to prepare for and do my job.	43	131	10	12	5	201
	21.9%	66.8%	5.1%	6.1%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	54	117	6	13	8	198
	28.4%	61.6%	3.2%	6.8%		
15) My planning time is respected by my school administrations/supervisors.	13	40	11	17	120	201
	16.0%	49.4%	13.6%	21.0%		
16) In my school/worksites, administrators/supervisors support me in enforcing discipline.	23	83	16	40	38	200
	14.2%	51.2%	9.9%	24.7%		
17) In my school, student misbehavior interferes with learning.	70	71	7	27	25	200
	40.0%	40.6%	4.0%	15.4%		
18) Too much instructional time is spent administering assessments.	8	44	2	53	92	199
	7.5%	41.1%	1.9%	49.5%		
19) HCPSS professional development experiences are meaningful and worthwhile.	9	83	20	52	36	200
	5.5%	50.6%	12.2%	31.7%		
20) Increased workload has contributed to a decline in my morale.	24	56	12	78	28	198
	14.1%	32.9%	7.1%	45.9%		
21) I am paid fairly.	4	47	72	69	3	195
	2.1%	24.5%	37.5%	35.9%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	106	13	49	16	191
	4.0%	60.6%	7.4%	28.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	6	93	14	60	21	194
	3.5%	53.8%	8.1%	34.7%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	31	116	6	24	19	196
	17.5%	65.5%	3.4%	13.6%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	14	96	12	30	45	197
	9.2%	63.2%	7.9%	19.7%		
26) In my position, I receive appropriate and adequate support and training.	22	101	19	50	5	197
	11.5%	52.6%	9.9%	26.0%		
27) During this current school year, I have experienced harassing behavior from colleagues.	8	14	93	73	8	196
	4.3%	7.4%	49.5%	38.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	8	6	102	72	9	197
	4.3%	3.2%	54.3%	38.3%		
29) During this current school year, I have experienced harassing behavior from parents.	5	32	71	67	24	199
	2.9%	18.3%	40.6%	38.3%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	5	3	11	176	198
	13.6%	22.7%	13.6%	50.0%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	21	3	6	166	199
	9.1%	63.6%	9.1%	18.2%		
32) In my school/worksites, I spend too much time in meetings.	1	15	16	91	76	199
	0.8%	12.2%	13.0%	74.0%		
33) In my school, there is adequate support for special education students.	18	65	36	51	30	200
	10.6%	38.2%	21.2%	30.0%		

2022-2023 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Job Description	(All)
Unit	ESP
Work In Special Ed	(All)

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	29	129	9	37		204
	14.2%	63.2%	4.4%	18.1%		
2) There is an atmosphere of open communication and trust in my school/worksite.	32	113	11	48		204
	15.7%	55.4%	5.4%	23.5%		
3) I personally feel successful in my work.	54	131	4	16	1	206
	26.3%	63.9%	2.0%	7.8%		
4) I feel involved in decision-making at my school/worksite.	24	78	17	62	22	203
	13.3%	43.1%	9.4%	34.3%		
5) I want to be involved in decision-making at my school/worksite.	25	134	4	21	21	205
	13.6%	72.8%	2.2%	11.4%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	41	104	9	45	4	203
	20.6%	52.3%	4.5%	22.6%		
7) In my school/worksite, I am treated as a professional.	60	120	6	16	1	203
	29.7%	59.4%	3.0%	7.9%		
8) There is good teamwork among staff in my school/worksite.	43	118	7	36		204
	21.1%	57.8%	3.4%	17.6%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	79	8	31	71	203
	10.6%	59.8%	6.1%	23.5%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	40	116	11	38		205
	19.5%	56.6%	5.4%	18.5%		
11) My work performance is evaluated fairly.	53	125	2	19	5	204
	26.6%	62.8%	1.0%	9.5%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	33	90	15	32	33	203
	19.4%	52.9%	8.8%	18.8%		
13) I am provided adequate work and storage space to prepare for and do my job.	53	118	9	16	9	205
	27.0%	60.2%	4.6%	8.2%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	59	124	7	11	5	206
	29.4%	61.7%	3.5%	5.5%		
15) My planning time is respected by my school administrations/supervisors.	9	40	5	6	145	205
	15.0%	66.7%	8.3%	10.0%		
16) In my school/worksites, administrators/supervisors support me in enforcing discipline.	20	69	9	33	74	205
	15.3%	52.7%	6.9%	25.2%		
17) In my school, student misbehavior interferes with learning.	37	84	5	32	46	204
	23.4%	53.2%	3.2%	20.3%		
18) Too much instructional time is spent administering assessments.	14	53	1	55	81	204
	11.4%	43.1%	0.8%	44.7%		
19) HCPSS professional development experiences are meaningful and worthwhile.	7	71	22	63	43	206
	4.3%	43.6%	13.5%	38.7%		
20) Increased workload has contributed to a decline in my morale.	18	69	15	71	30	203
	10.4%	39.9%	8.7%	41.0%		
21) I am paid fairly.	10	46	60	89		205
	4.9%	22.4%	29.3%	43.4%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	18	107	17	51	10	203
	9.3%	55.4%	8.8%	26.4%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	11	80	23	77	9	200
	5.8%	41.9%	12.0%	40.3%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	41	129	9	15	9	203
	21.1%	66.5%	4.6%	7.7%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	22	100	9	34	37	202
	13.3%	60.6%	5.5%	20.6%		
26) In my position, I receive appropriate and adequate support and training.	23	103	25	52	2	205
	11.3%	50.7%	12.3%	25.6%		
27) During this current school year, I have experienced harassing behavior from colleagues.	4	7	105	83	7	206
	2.0%	3.5%	52.8%	41.7%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	6	106	84	5	203
	1.0%	3.0%	53.5%	42.4%		
29) During this current school year, I have experienced harassing behavior from parents.	4	34	65	76	25	204
	2.2%	19.0%	36.3%	42.5%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	4	1	16	179	202
	8.7%	17.4%	4.3%	69.6%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	26	2	5	168	203
	5.7%	74.3%	5.7%	14.3%		
32) In my school/worksites, I spend too much time in meetings.	3	18	22	104	58	205
	2.0%	12.2%	15.0%	70.7%		
33) In my school, there is adequate support for special education students.	17	64	21	57	46	205
	10.7%	40.3%	13.2%	35.8%		

2022-2023 HCEA Job Satisfaction Survey

Level	(All)
Worksite	(All)
Job Description	(All)
Unit	(All)
Work In Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	167	671	119	328	6	1291
	13.0%	52.2%	9.3%	25.5%		
2) There is an atmosphere of open communication and trust in my school/worksite.	215	671	94	311	4	1295
	16.7%	52.0%	7.3%	24.1%		
3) I personally feel successful in my work.	255	759	50	224	2	1290
	19.8%	58.9%	3.9%	17.4%		
4) I feel involved in decision-making at my school/worksite.	126	598	121	366	82	1293
	10.4%	49.4%	10.0%	30.2%		
5) I want to be involved in decision-making at my school/worksite.	263	793	17	129	88	1290
	21.9%	66.0%	1.4%	10.7%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	233	671	90	275	19	1288
	18.4%	52.9%	7.1%	21.7%		
7) In my school/worksite, I am treated as a professional.	364	727	51	144	5	1291
	28.3%	56.5%	4.0%	11.2%		
8) There is good teamwork among staff in my school/worksite.	324	694	59	205	9	1291
	25.3%	54.1%	4.6%	16.0%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	154	667	68	217	181	1287
	13.9%	60.3%	6.1%	19.6%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	278	682	85	236	6	1287
	21.7%	53.2%	6.6%	18.4%		
11) My work performance is evaluated fairly.	320	750	34	136	49	1289
	25.8%	60.5%	2.7%	11.0%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	133	440	281	359	77	1290
	11.0%	36.3%	23.2%	29.6%		
13) I am provided adequate work and storage space to prepare for and do my job.	281	761	65	160	25	1292
	22.2%	60.1%	5.1%	12.6%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	411	742	27	78	23	1281
	32.7%	59.0%	2.1%	6.2%		
15) My planning time is respected by my school administrations/supervisors.	236	548	40	140	326	1290
	24.5%	56.8%	4.1%	14.5%		
16) In my school/worksites, administrators/supervisors support me in enforcing discipline.	182	555	106	208	226	1277
	17.3%	52.8%	10.1%	19.8%		
17) In my school, student misbehavior interferes with learning.	348	518	38	238	146	1288
	30.5%	45.4%	3.3%	20.8%		
18) Too much instructional time is spent administering assessments.	138	362	18	393	377	1288
	15.1%	39.7%	2.0%	43.1%		
19) HCPSS professional development experiences are meaningful and worthwhile.	63	555	170	448	44	1280
	5.1%	44.9%	13.8%	36.2%		
20) Increased workload has contributed to a decline in my morale.	373	436	52	337	86	1284
	31.1%	36.4%	4.3%	28.1%		
21) I am paid fairly.	43	406	384	449	4	1286
	3.4%	31.7%	30.0%	35.0%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	109	692	114	290	63	1268
	9.0%	57.4%	9.5%	24.1%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	45	576	152	409	80	1262
	3.8%	48.7%	12.9%	34.6%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	329	779	35	92	41	1276
	26.6%	63.1%	2.8%	7.4%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	141	768	59	231	84	1283
	11.8%	64.1%	4.9%	19.3%		
26) In my position, I receive appropriate and adequate support and training.	120	687	116	356	8	1287
	9.4%	53.7%	9.1%	27.8%		
27) During this current school year, I have experienced harassing behavior from colleagues.	48	100	634	468	37	1287
	3.8%	8.0%	50.7%	37.4%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	24	45	734	449	37	1289
	1.9%	3.6%	58.6%	35.9%		
29) During this current school year, I have experienced harassing behavior from parents.	61	179	459	508	84	1291
	5.1%	14.8%	38.0%	42.1%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	48	217	70	374	571	1280
	6.8%	30.6%	9.9%	52.8%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	51	423	41	132	625	1272
	7.9%	65.4%	6.3%	20.4%		
32) In my school/worksites, I spend too much time in meetings.	123	315	76	615	155	1284
	10.9%	27.9%	6.7%	54.5%		
33) In my school, there is adequate support for special education students.	98	322	393	421	61	1295
	7.9%	26.1%	31.8%	34.1%		

2022-2023 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Job Description	(All)
Unit	Certificated
Work In Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	61	193	29	98	1	382
	16.0%	50.7%	7.6%	25.7%		
2) There is an atmosphere of open communication and trust in my school/worksite.	80	203	28	69	1	381
	21.1%	53.4%	7.4%	18.2%		
3) I personally feel successful in my work.	62	212	21	84		379
	16.4%	55.9%	5.5%	22.2%		
4) I feel involved in decision-making at my school/worksite.	49	198	28	93	13	381
	13.3%	53.8%	7.6%	25.3%		
5) I want to be involved in decision-making at my school/worksite.	78	239	4	40	19	380
	21.6%	66.2%	1.1%	11.1%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	90	214	18	53	5	380
	24.0%	57.1%	4.8%	14.1%		
7) In my school/worksite, I am treated as a professional.	127	209	10	32		378
	33.6%	55.3%	2.6%	8.5%		
8) There is good teamwork among staff in my school/worksite.	104	217	11	46		378
	27.5%	57.4%	2.9%	12.2%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	58	194	17	57	51	377
	17.8%	59.5%	5.2%	17.5%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	92	204	16	64	1	377
	24.5%	54.3%	4.3%	17.0%		
11) My work performance is evaluated fairly.	118	223	8	24	7	380
	31.6%	59.8%	2.1%	6.4%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	36	111	123	110		380
	9.5%	29.2%	32.4%	28.9%		
13) I am provided adequate work and storage space to prepare for and do my job.	88	209	22	62		381
	23.1%	54.9%	5.8%	16.3%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	142	217	3	16		378
	37.6%	57.4%	0.8%	4.2%		
15) My planning time is respected by my school administrations/supervisors.	95	203	14	46	20	378
	26.5%	56.7%	3.9%	12.8%		
16) In my school/worksites, administrators/supervisors support me in enforcing discipline.	75	162	25	38	74	374
	25.0%	54.0%	8.3%	12.7%		
17) In my school, student misbehavior interferes with learning.	82	161	9	84	46	382
	24.4%	47.9%	2.7%	25.0%		
18) Too much instructional time is spent administering assessments.	57	126	8	82	107	380
	20.9%	46.2%	2.9%	30.0%		
19) HCPSS professional development experiences are meaningful and worthwhile.	11	167	48	145	3	374
	3.0%	45.0%	12.9%	39.1%		
20) Increased workload has contributed to a decline in my morale.	167	139	9	56	9	380
	45.0%	37.5%	2.4%	15.1%		
21) I am paid fairly.	16	137	105	122		380
	4.2%	36.1%	27.6%	32.1%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	215	28	82	11	373
	10.2%	59.4%	7.7%	22.7%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	14	173	43	123	19	372
	4.0%	49.0%	12.2%	34.8%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	122	223	2	26	4	377
	32.7%	59.8%	0.5%	7.0%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	41	212	21	82	21	377
	11.5%	59.6%	5.9%	23.0%		
26) In my position, I receive appropriate and adequate support and training.	35	209	33	103		380
	9.2%	55.0%	8.7%	27.1%		
27) During this current school year, I have experienced harassing behavior from colleagues.	12	26	206	131	5	380
	3.2%	6.9%	54.9%	34.9%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	6	11	249	110	5	381
	1.6%	2.9%	66.2%	29.3%		
29) During this current school year, I have experienced harassing behavior from parents.	18	65	138	156	4	381
	4.8%	17.2%	36.6%	41.4%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	20	83	37	148	88	376
	6.9%	28.8%	12.8%	51.4%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	17	182	11	42	120	372
	6.7%	72.2%	4.4%	16.7%		
32) In my school/worksites, I spend too much time in meetings.	67	133	14	154	10	378
	18.2%	36.1%	3.8%	41.8%		
33) In my school, there is adequate support for special education students.	14	78	153	123	14	382
	3.8%	21.2%	41.6%	33.4%		

2022-2023 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Job Description	(All)
Unit	Certificated
Work In Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	8	72	21	48	2	151
	5.4%	48.3%	14.1%	32.2%		
2) There is an atmosphere of open communication and trust in my school/worksite.	17	88	8	38	1	152
	11.3%	58.3%	5.3%	25.2%		
3) I personally feel successful in my work.	16	100	6	31		153
	10.5%	65.4%	3.9%	20.3%		
4) I feel involved in decision-making at my school/worksite.	14	78	11	42	8	153
	9.7%	53.8%	7.6%	29.0%		
5) I want to be involved in decision-making at my school/worksite.	40	86	1	18	7	152
	27.6%	59.3%	0.7%	12.4%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	82	9	39	1	152
	13.9%	54.3%	6.0%	25.8%		
7) In my school/worksite, I am treated as a professional.	43	85	4	21		153
	28.1%	55.6%	2.6%	13.7%		
8) There is good teamwork among staff in my school/worksite.	33	85	6	27	1	152
	21.9%	56.3%	4.0%	17.9%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	89	5	31	13	152
	10.1%	64.0%	3.6%	22.3%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	33	74	12	33		152
	21.7%	48.7%	7.9%	21.7%		
11) My work performance is evaluated fairly.	38	90	3	18	3	152
	25.5%	60.4%	2.0%	12.1%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14	52	44	42	1	153
	9.2%	34.2%	28.9%	27.6%		
13) I am provided adequate work and storage space to prepare for and do my job.	40	90	9	13	1	153
	26.3%	59.2%	5.9%	8.6%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	54	89		9		152
	35.5%	58.6%	0.0%	5.9%		
15) My planning time is respected by my school administrations/supervisors.	41	78	2	23	7	151
	28.5%	54.2%	1.4%	16.0%		
16) In my school/worksites, administrators/supervisors support me in enforcing discipline.	24	76	18	29	5	152
	16.3%	51.7%	12.2%	19.7%		
17) In my school, student misbehavior interferes with learning.	51	58	9	32	3	153
	34.0%	38.7%	6.0%	21.3%		
18) Too much instructional time is spent administering assessments.	17	54		59	20	150
	13.1%	41.5%	0.0%	45.4%		
19) HCPSS professional development experiences are meaningful and worthwhile.	2	65	23	62	1	153
	1.3%	42.8%	15.1%	40.8%		
20) Increased workload has contributed to a decline in my morale.	49	66		33	3	151
	33.1%	44.6%	0.0%	22.3%		
21) I am paid fairly.	6	60	28	58		152
	3.9%	39.5%	18.4%	38.2%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	11	83	12	39	4	149
	7.6%	57.2%	8.3%	26.9%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	2	66	21	50	9	148
	1.4%	47.5%	15.1%	36.0%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	33	93	5	16	4	151
	22.4%	63.3%	3.4%	10.9%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	14	102	6	26	4	152
	9.5%	68.9%	4.1%	17.6%		
26) In my position, I receive appropriate and adequate support and training.	16	86	11	39		152
	10.5%	56.6%	7.2%	25.7%		
27) During this current school year, I have experienced harassing behavior from colleagues.	5	16	69	57	4	151
	3.4%	10.9%	46.9%	38.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	8	77	62	4	152
	0.7%	5.4%	52.0%	41.9%		
29) During this current school year, I have experienced harassing behavior from parents.	16	34	33	66	2	151
	10.7%	22.8%	22.1%	44.3%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	42	10	67	23	151
	7.0%	32.8%	7.8%	52.3%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	12	83	3	29	25	152
	9.4%	65.4%	2.4%	22.8%		
32) In my school/worksites, I spend too much time in meetings.	18	54	4	71	3	150
	12.2%	36.7%	2.7%	48.3%		
33) In my school, there is adequate support for special education students.	9	45	33	64	1	152
	6.0%	29.8%	21.9%	42.4%		

2022-2023 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Job Description	(All)
Unit	Certificated
Work In Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	8	84	17	48		157
	5.1%	53.5%	10.8%	30.6%		
2) There is an atmosphere of open communication and trust in my school/worksite.	12	79	10	56		157
	7.6%	50.3%	6.4%	35.7%		
3) I personally feel successful in my work.	31	95	5	26		157
	19.7%	60.5%	3.2%	16.6%		
4) I feel involved in decision-making at my school/worksite.	8	71	17	56	6	158
	5.3%	46.7%	11.2%	36.8%		
5) I want to be involved in decision-making at my school/worksite.	23	98	3	31	2	157
	14.8%	63.2%	1.9%	20.0%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	79	17	44	2	156
	9.1%	51.3%	11.0%	28.6%		
7) In my school/worksite, I am treated as a professional.	34	89	9	25	1	158
	21.7%	56.7%	5.7%	15.9%		
8) There is good teamwork among staff in my school/worksite.	26	81	10	37	3	157
	16.9%	52.6%	6.5%	24.0%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	105	4	24	8	157
	10.7%	70.5%	2.7%	16.1%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	25	75	21	35	1	157
	16.0%	48.1%	13.5%	22.4%		
11) My work performance is evaluated fairly.	27	85	7	34	4	157
	17.6%	55.6%	4.6%	22.2%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	8	58	32	59		157
	5.1%	36.9%	20.4%	37.6%		
13) I am provided adequate work and storage space to prepare for and do my job.	20	105	6	26		157
	12.7%	66.9%	3.8%	16.6%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	37	103	3	9	3	155
	24.3%	67.8%	2.0%	5.9%		
15) My planning time is respected by my school administrations/supervisors.	28	105	2	19	4	158
	18.2%	68.2%	1.3%	12.3%		
16) In my school/worksites, administrators/supervisors support me in enforcing discipline.	11	60	23	41	20	155
	8.1%	44.4%	17.0%	30.4%		
17) In my school, student misbehavior interferes with learning.	43	69	3	35	6	156
	28.7%	46.0%	2.0%	23.3%		
18) Too much instructional time is spent administering assessments.	21	59	1	58	19	158
	15.1%	42.4%	0.7%	41.7%		
19) HCPSS professional development experiences are meaningful and worthwhile.	1	44	44	65	2	156
	0.6%	28.6%	28.6%	42.2%		
20) Increased workload has contributed to a decline in my morale.	55	67	3	32		157
	35.0%	42.7%	1.9%	20.4%		
21) I am paid fairly.	3	59	38	56	1	157
	1.9%	37.8%	24.4%	35.9%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	73	23	46	8	154
	2.7%	50.0%	15.8%	31.5%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	58	32	59	5	155
	0.7%	38.7%	21.3%	39.3%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	40	95	5	10	2	152
	26.7%	63.3%	3.3%	6.7%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	88	10	37	10	157
	8.2%	59.9%	6.8%	25.2%		
26) In my position, I receive appropriate and adequate support and training.	8	78	16	52	2	156
	5.2%	50.6%	10.4%	33.8%		
27) During this current school year, I have experienced harassing behavior from colleagues.	3	15	64	71	4	157
	2.0%	9.8%	41.8%	46.4%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	9	69	74	3	156
	0.7%	5.9%	45.1%	48.4%		
29) During this current school year, I have experienced harassing behavior from parents.	15	41	32	68	2	158
	9.6%	26.3%	20.5%	43.6%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	52	7	69	18	154
	5.9%	38.2%	5.1%	50.7%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	10	71	15	33	23	152
	7.8%	55.0%	11.6%	25.6%		
32) In my school/worksites, I spend too much time in meetings.	14	51	5	84	3	157
	9.1%	33.1%	3.2%	54.5%		
33) In my school, there is adequate support for special education students.	8	44	47	59		158
	5.1%	27.8%	29.7%	37.3%		

2022-2023 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Job Description	(All)
Unit	ESP
Work In Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	41	147	27	47	1	263
	15.6%	56.1%	10.3%	17.9%		
2) There is an atmosphere of open communication and trust in my school/worksite.	52	134	25	52	1	264
	19.8%	51.0%	9.5%	19.8%		
3) I personally feel successful in my work.	61	155	8	38		262
	23.3%	59.2%	3.1%	14.5%		
4) I feel involved in decision-making at my school/worksite.	21	116	31	69	24	261
	8.9%	48.9%	13.1%	29.1%		
5) I want to be involved in decision-making at my school/worksite.	57	155	5	15	30	262
	24.6%	66.8%	2.2%	6.5%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	48	127	20	61	4	260
	18.8%	49.6%	7.8%	23.8%		
7) In my school/worksite, I am treated as a professional.	58	159	15	29	2	263
	22.2%	60.9%	5.7%	11.1%		
8) There is good teamwork among staff in my school/worksite.	78	132	10	41	2	263
	29.9%	50.6%	3.8%	15.7%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	32	138	19	45	28	262
	13.7%	59.0%	8.1%	19.2%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	64	144	14	39		261
	24.5%	55.2%	5.4%	14.9%		
11) My work performance is evaluated fairly.	56	157	7	24	16	260
	23.0%	64.3%	2.9%	9.8%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	36	97	28	64	37	262
	16.0%	43.1%	12.4%	28.4%		
13) I am provided adequate work and storage space to prepare for and do my job.	56	160	9	27	10	262
	22.2%	63.5%	3.6%	10.7%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	78	141	11	22	8	260
	31.0%	56.0%	4.4%	8.7%		
15) My planning time is respected by my school administrations/supervisors.	32	71	5	22	133	263
	24.6%	54.6%	3.8%	16.9%		
16) In my school/worksites, administrators/supervisors support me in enforcing discipline.	41	122	19	41	36	259
	18.4%	54.7%	8.5%	18.4%		
17) In my school, student misbehavior interferes with learning.	80	113	7	44	16	260
	32.8%	46.3%	2.9%	18.0%		
18) Too much instructional time is spent administering assessments.	26	66	4	77	88	261
	15.0%	38.2%	2.3%	44.5%		
19) HCPSS professional development experiences are meaningful and worthwhile.	31	132	20	62	16	261
	12.7%	53.9%	8.2%	25.3%		
20) Increased workload has contributed to a decline in my morale.	50	66	15	99	32	262
	21.7%	28.7%	6.5%	43.0%		
21) I am paid fairly.	5	48	115	93	1	262
	1.9%	18.4%	44.1%	35.6%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	26	133	29	56	17	261
	10.7%	54.5%	11.9%	23.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	14	125	28	70	19	256
	5.9%	52.7%	11.8%	29.5%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	58	163	14	14	11	260
	23.3%	65.5%	5.6%	5.6%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	38	160	7	37	19	261
	15.7%	66.1%	2.9%	15.3%		
26) In my position, I receive appropriate and adequate support and training.	26	134	18	82	2	262
	10.0%	51.5%	6.9%	31.5%		
27) During this current school year, I have experienced harassing behavior from colleagues.	10	18	138	86	9	261
	4.0%	7.1%	54.8%	34.1%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	8	157	83	9	261
	1.6%	3.2%	62.3%	32.9%		
29) During this current school year, I have experienced harassing behavior from parents.	5	12	121	95	30	263
	2.1%	5.2%	51.9%	40.8%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	17	6	42	193	261
	4.4%	25.0%	8.8%	61.8%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	36	5	11	205	261
	7.1%	64.3%	8.9%	19.6%		
32) In my school/worksites, I spend too much time in meetings.	10	31	26	140	54	261
	4.8%	15.0%	12.6%	67.6%		
33) In my school, there is adequate support for special education students.	26	55	97	82	3	263
	10.0%	21.2%	37.3%	31.5%		

2022-2023 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Job Description	(All)
Unit	ESP
Work In Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	12	41	15	27		95
	12.6%	43.2%	15.8%	28.4%		
2) There is an atmosphere of open communication and trust in my school/worksite.	11	41	12	33		97
	11.3%	42.3%	12.4%	34.0%		
3) I personally feel successful in my work.	18	55	4	19		96
	18.8%	57.3%	4.2%	19.8%		
4) I feel involved in decision-making at my school/worksite.	3	32	14	35	13	97
	3.6%	38.1%	16.7%	41.7%		
5) I want to be involved in decision-making at my school/worksite.	12	60	1	7	16	96
	15.0%	75.0%	1.3%	8.8%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	47	12	27	1	97
	10.4%	49.0%	12.5%	28.1%		
7) In my school/worksite, I am treated as a professional.	13	62	5	16		96
	13.5%	64.6%	5.2%	16.7%		
8) There is good teamwork among staff in my school/worksite.	22	53	8	14		97
	22.7%	54.6%	8.2%	14.4%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	40	8	22	14	97
	15.7%	48.2%	9.6%	26.5%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	20	56	8	12	1	97
	20.8%	58.3%	8.3%	12.5%		
11) My work performance is evaluated fairly.	10	61	5	13	7	96
	11.2%	68.5%	5.6%	14.6%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	5	25	27	27	12	96
	6.0%	29.8%	32.1%	32.1%		
13) I am provided adequate work and storage space to prepare for and do my job.	17	66	7	6	1	97
	17.7%	68.8%	7.3%	6.3%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	21	58	3	8	5	95
	23.3%	64.4%	3.3%	8.9%		
15) My planning time is respected by my school administrations/supervisors.	5	25	9	15	43	97
	9.3%	46.3%	16.7%	27.8%		
16) In my school/worksites, administrators/supervisors support me in enforcing discipline.	12	43	10	22	9	96
	13.8%	49.4%	11.5%	25.3%		
17) In my school, student misbehavior interferes with learning.	36	40	3	15	2	96
	38.3%	42.6%	3.2%	16.0%		
18) Too much instructional time is spent administering assessments.	4	19	2	42	29	96
	6.0%	28.4%	3.0%	62.7%		
19) HCPSS professional development experiences are meaningful and worthwhile.	6	42	11	34	4	97
	6.5%	45.2%	11.8%	36.6%		
20) Increased workload has contributed to a decline in my morale.	16	25	7	35	12	95
	19.3%	30.1%	8.4%	42.2%		
21) I am paid fairly.	2	18	48	26		94
	2.1%	19.1%	51.1%	27.7%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	48	8	23	9	91
	3.7%	58.5%	9.8%	28.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	4	43	8	28	10	93
	4.8%	51.8%	9.6%	33.7%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	19	53	5	10	9	96
	21.8%	60.9%	5.7%	11.5%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	61	5	12	10	96
	9.3%	70.9%	5.8%	14.0%		
26) In my position, I receive appropriate and adequate support and training.	5	53	13	22	2	95
	5.4%	57.0%	14.0%	23.7%		
27) During this current school year, I have experienced harassing behavior from colleagues.	5	5	45	35	5	95
	5.6%	5.6%	50.0%	38.9%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	1	51	32	7	96
	5.6%	1.1%	57.3%	36.0%		
29) During this current school year, I have experienced harassing behavior from parents.	2	5	43	29	17	96
	2.5%	6.3%	54.4%	36.7%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	3	2	8	81	96
	13.3%	20.0%	13.3%	53.3%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	9	2	5	78	96
	11.1%	50.0%	11.1%	27.8%		
32) In my school/worksites, I spend too much time in meetings.	1	10	10	41	34	96
	1.6%	16.1%	16.1%	66.1%		
33) In my school, there is adequate support for special education students.	13	29	26	28	1	97
	13.5%	30.2%	27.1%	29.2%		

2022-2023 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Job Description	(All)
Unit	ESP
Work In Special Ed	Yes

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	7	36	5	20		68
	10.3%	52.9%	7.4%	29.4%		
2) There is an atmosphere of open communication and trust in my school/worksite.	6	34	6	23		69
	8.7%	49.3%	8.7%	33.3%		
3) I personally feel successful in my work.	13	44	2	9	1	69
	19.1%	64.7%	2.9%	13.2%		
4) I feel involved in decision-making at my school/worksite.	3	21	9	28	7	68
	4.9%	34.4%	14.8%	45.9%		
5) I want to be involved in decision-making at my school/worksite.	5	48	3	8	4	68
	7.8%	75.0%	4.7%	12.5%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	32	4	23	2	68
	10.6%	48.5%	6.1%	34.8%		
7) In my school/worksite, I am treated as a professional.	15	43	4	6		68
	22.1%	63.2%	5.9%	8.8%		
8) There is good teamwork among staff in my school/worksite.	8	35	5	21		69
	11.6%	50.7%	7.2%	30.4%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	30	7	16	12	69
	7.0%	52.6%	12.3%	28.1%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	10	36	5	17		68
	14.7%	52.9%	7.4%	25.0%		
11) My work performance is evaluated fairly.	10	40	2	14	3	69
	15.2%	60.6%	3.0%	21.2%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	4	25	11	18	10	68
	6.9%	43.1%	19.0%	31.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	7	42	7	8	4	68
	10.9%	65.6%	10.9%	12.5%		

2022-2023 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.	9	47	6	5	2	69
	13.4%	70.1%	9.0%	7.5%		
15) My planning time is respected by my school administrations/supervisors.	1	17	4	4	42	68
	3.8%	65.4%	15.4%	15.4%		
16) In my school/worksites, administrators/supervisors support me in enforcing discipline.	5	30	3	18	12	68
	8.9%	53.6%	5.4%	32.1%		
17) In my school, student misbehavior interferes with learning.	15	30	2	18	3	68
	23.1%	46.2%	3.1%	27.7%		
18) Too much instructional time is spent administering assessments.	5	16		34	13	68
	9.1%	29.1%	0.0%	61.8%		
19) HCPSS professional development experiences are meaningful and worthwhile.	1	31	6	28	3	69
	1.5%	47.0%	9.1%	42.4%		
20) Increased workload has contributed to a decline in my morale.	6	26	4	24	8	68
	10.0%	43.3%	6.7%	40.0%		
21) I am paid fairly.	2	18	19	29		68
	2.9%	26.5%	27.9%	42.6%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	41	3	17	5	69
	4.7%	64.1%	4.7%	26.6%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	3	28	7	24	6	68
	4.8%	45.2%	11.3%	38.7%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	44	3	5	3	68
	20.0%	67.7%	4.6%	7.7%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	47	3	7	5	68
	9.5%	74.6%	4.8%	11.1%		
26) In my position, I receive appropriate and adequate support and training.	3	40	9	16		68
	4.4%	58.8%	13.2%	23.5%		
27) During this current school year, I have experienced harassing behavior from colleagues.	3	6	24	33	3	69
	4.5%	9.1%	36.4%	50.0%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	4	23	37	2	68
	3.0%	6.1%	34.8%	56.1%		
29) During this current school year, I have experienced harassing behavior from parents.	2	6	21	29	9	67
	3.4%	10.3%	36.2%	50.0%		

2022-2023 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	2	1	7	58	69
	9.1%	18.2%	9.1%	63.6%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	8	2	2	55	68
	7.7%	61.5%	15.4%	15.4%		
32) In my school/worksites, I spend too much time in meetings.	2	7	1	40	19	69
	4.0%	14.0%	2.0%	80.0%		
33) In my school, there is adequate support for special education students.	7	20	12	30		69
	10.1%	29.0%	17.4%	43.5%		