

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	15	20	1	3	2	41	89.7%	10.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	27	10	2	1	1	41	92.5%	7.5%
3. I personally feel successful in my work.	14	24		3		41	92.7%	7.3%
4. I feel involved in decision-making at my school/worksite.	18	15		6	2	41	84.6%	15.4%
5. I want to be involved in decision-making at my school/worksite.	18	20		1	2	41	97.4%	2.6%
6. In my school/worksite, I can speak openly about important issues without fear of	26	9		5	1	41	87.5%	12.5%
7. In my school/worksite, I am treated as a professional.	30	10			1	41	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	27	12	1		1	41	97.5%	2.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	20	3	2	8	41	84.8%	15.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	9	22	1	4	5	41	86.1%	13.9%
11. My work performance is evaluated fairly.	23	16		1	1	41	97.5%	2.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	17	7	11	1	40	53.8%	46.2%
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	2	2	1	2	32	39	57.1%	42.9%
14. My administrators/supervisors respect the negotiated contracts.	24	12	1	2	1	40	92.3%	7.7%
15. My planning time is respected by my school administrations/supervisors.	21	13	1	1	5	41	94.4%	5.6%
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	24	11			5	40	100.0%	0.0%
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.		5	8	27	1	41	12.5%	87.5%
18. Too much instructional time is spent administering assessments.	3	11	2	20	5	41	38.9%	61.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	16	5	16		41	48.8%	51.2%

**2020-2021 HCEA Job Satisfaction Survey**

**ST. JOHN'S LANE ES**

20. Increased workload has contributed to a decline in my morale.	15	10	2	14		41	61.0%	39.0%
21. I am paid fairly.	3	13	5	20		41	39.0%	61.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	10	16	5	8		39	66.7%	33.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	16	6	15		38	44.7%	55.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	21	17	1	1		40	95.0%	5.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	23		7	4	41	81.1%	18.9%
26. In my position, I receive appropriate and adequate support and training.	10	22	2	7		41	78.0%	22.0%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	3	30	7		41	9.8%	90.2%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			34	7		41	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	6	13	18	2	41	20.5%	79.5%
30. At my school I spend most of my PIP time on non-instructional activities.	2	11	3	15	9	40	41.9%	58.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	10	19		1	9	39	96.7%	3.3%
32. In my school, I spend too much time in meetings.	3	14	1	22	1	41	42.5%	57.5%
33. In my school, there is adequate support for special education students.	1	8	5	22	5	41	25.0%	75.0%
34. My administrator/supervisor provides people working from home with flexibility in their workday.	17	19		2	3	41	94.7%	5.3%
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	21	17		3		41	92.7%	7.3%
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	7	34				41	100.0%	0.0%
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	7	22	1	9	1	40	74.4%	25.6%
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	11	25	3	2		41	87.8%	12.2%
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	4	12	3	21	1	41	40.0%	60.0%
40. In my class, I feel that students are engaged in virtual learning	6	28	1	3	2	40	89.5%	10.5%

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41. Student behavior online is disruptive to learning.		5	11	24	1	41	12.5%	87.5%
42. I am worried that students who are online are not actively engaged in class.	8	21	1	11		41	70.7%	29.3%
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	3	20	3	11	3	40	62.2%	37.8%
44. I feel that I have the curricular resources and support I need to do my job this year.	4	24	3	6	4	41	75.7%	24.3%