

**2023-2024 HCEA Job Satisfaction Survey**

**LONGFELLOW ES**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	4	27	4	15		50	62.0%	38.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	1	20	4	25		50	42.0%	58.0%
3) I personally feel successful in my work.	6	37	1	6		50	86.0%	14.0%
4) I feel involved in decision-making at my school/worksite.	4	19	3	20	4	50	50.0%	50.0%
5) I want to be involved in decision-making at my school/worksite.	9	36		3	1	49	93.8%	6.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	18	6	23		50	42.0%	58.0%
7) In my school/worksite, I am treated as a professional.	7	34	2	7		50	82.0%	18.0%
8) There is good teamwork among staff in my school/worksite.	8	23	4	14		49	63.3%	36.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	25	2	12	5	50	68.9%	31.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	8	27	1	14		50	70.0%	30.0%
11) My work performance is evaluated fairly.	8	28	4	7	2	49	76.6%	23.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	4	24	8	14		50	56.0%	44.0%
13) I am provided adequate work and storage space to prepare for and do my job.	10	33	1	5		49	87.8%	12.2%
14) My administrators/supervisors respect the negotiated contracts.	12	25	2	11		50	74.0%	26.0%
15) My planning time is respected by my school administrations/supervisors.	9	21	1	5	14	50	83.3%	16.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	5	28	1	10	5	49	75.0%	25.0%
17) In my school, student misbehavior interferes with learning.	10	22	1	14	3	50	68.1%	31.9%
18) Too much instructional time is spent administering assessments.	15	14		9	11	49	76.3%	23.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	21	9	17	2	50	45.8%	54.2%
20) Increased workload has contributed to a decline in my morale.	13	27	1	6	3	50	85.1%	14.9%
21) I am paid fairly.	1	20	10	19		50	42.0%	58.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	12	8	20	8	49	31.7%	68.3%

**2023-2024 HCEA Job Satisfaction Survey**

**LONGFELLOW ES**

23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	11	12	24	1	49	25.0%	75.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	21	4	8	3	46	72.1%	27.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	29	5	6	4	49	75.6%	24.4%
26) In my position, I receive appropriate and adequate support and training.	4	27	3	14	1	49	64.6%	35.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	8	15	22	2	50	22.9%	77.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	6	18	22	2	50	16.7%	83.3%
29) During this current school year, I have experienced harassing behavior from parents.	3	9	9	27	2	50	25.0%	75.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	5	3	25	16	50	17.6%	82.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	24		5	20	50	83.3%	16.7%
32) In my school/worksite, I spend too much time in meetings.	7	17	1	17	7	49	57.1%	42.9%
33) In my school, there is adequate support for special education students.	1	8	20	20		49	18.4%	81.6%