

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	12	37		15		64	76.6%	23.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	19	38		7		64	89.1%	10.9%
3) I personally feel successful in my work.	19	37		7		63	88.9%	11.1%
4) I feel involved in decision-making at my school/worksite.	14	32		12	6	64	79.3%	20.7%
5) I want to be involved in decision-making at my school/worksite.	20	35		5	4	64	91.7%	8.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	29	26	1	7	1	64	87.3%	12.7%
7) In my school/worksite, I am treated as a professional.	34	27		1		62	98.4%	1.6%
8) There is good teamwork among staff in my school/worksite.	34	26	1	3		64	93.8%	6.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	37	1	5	6	64	89.7%	10.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	36	1	9		64	84.4%	15.6%
11) My work performance is evaluated fairly.	33	28		1	2	64	98.4%	1.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	12	31	5	13	3	64	70.5%	29.5%
13) I am provided adequate work and storage space to prepare for and do my job.	22	37	2	2	1	64	93.7%	6.3%
14) My administrators/supervisors respect the negotiated contracts.	41	21		1		63	98.4%	1.6%
15) My planning time is respected by my school administrations/supervisors.	33	17			13	63	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	18	22	1	13	10	64	74.1%	25.9%
17) In my school, student misbehavior interferes with learning.	32	20	1	4	7	64	91.2%	8.8%
18) Too much instructional time is spent administering assessments.	7	20	2	21	14	64	54.0%	46.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	6	40	3	14	1	64	73.0%	27.0%
20) Increased workload has contributed to a decline in my morale.	12	21	4	23	4	64	55.0%	45.0%
21) I am paid fairly.	4	31	10	19		64	54.7%	45.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		22	6	31	3	62	37.3%	62.7%

**2023-2024 HCEA Job Satisfaction Survey**

**RUNNING BROOK ES**

23) I have confidence in the leadership exhibited by the Howard County Board of Education.		17	13	30	1	61	28.3%	71.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	41	1	4	2	64	91.9%	8.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	43		9	3	64	85.2%	14.8%
26) In my position, I receive appropriate and adequate support and training.	15	39		10		64	84.4%	15.6%
27) During this current school year, I have experienced harassing behavior from colleagues.			45	17	1	63	0.0%	100.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			48	15	1	64	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.		9	27	23	5	64	15.3%	84.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	9	8	22	24	64	25.0%	75.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	32		3	24	63	92.3%	7.7%
32) In my school/worksite, I spend too much time in meetings.	4	14	2	38	6	64	31.0%	69.0%
33) In my school, there is adequate support for special education students.	4	13	22	19	6	64	29.3%	70.7%