

## 2019-2020 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	(All)					
Years in Education	(All)					
Years with HCPSS	(All)					
Question	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	524	2180	992	594	3	4293
	12.2%	50.8%	23.1%	13.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	658	2131	1037	454	4	4284
	15.4%	49.8%	24.2%	10.6%		
3. I personally feel successful in my work.	1087	2474	551	168	4	4284
	25.4%	57.8%	12.9%	3.9%		
4. I feel involved in decision-making at my school/worksite.	595	1894	1166	531	98	4284
	14.2%	45.2%	27.9%	12.7%		
5. I want to be involved in decision-making at my school/worksite.	1144	2510	397	82	127	4260
	27.7%	60.7%	9.6%	2.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	914	2043	863	434	22	4276
	21.5%	48.0%	20.3%	10.2%		
7. In my school/worksite, I am treated as a professional.	1380	2219	455	215	5	4274
	32.3%	52.0%	10.7%	5.0%		
8. There is good teamwork among staff in my school/worksite.	1171	2251	626	213	10	4271
	27.5%	52.8%	14.7%	5.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	742	2099	723	333	366	4263
	19.0%	53.9%	18.6%	8.5%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	996	2100	744	430	19	4289
	23.3%	49.2%	17.4%	10.1%		
11. My work performance is evaluated fairly.	1282	2407	392	139	49	4269
	30.4%	57.0%	9.3%	3.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	525	1619	1132	889	120	4285
	12.6%	38.9%	27.2%	21.3%		
13. I am provided adequate work and storage space to prepare for and do my job.	1154	2371	507	232	26	4290
	27.1%	55.6%	11.9%	5.4%		
14. My administrators/supervisors respect the negotiated contracts.	1551	2309	281	99	37	4277
	36.6%	54.5%	6.6%	2.3%		
15. My planning time is respected by my school administrations/supervisors.	1043	1931	529	179	597	4279
	28.3%	52.4%	14.4%	4.9%		

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16. In my school, administrators/supervisors support me in enforcing discipline.	784	1884	728	460	425	4281
	20.3%	48.9%	18.9%	11.9%		
17. In my school, student misbehavior interferes with learning.	1217	1552	894	349	262	4274
	30.3%	38.7%	22.3%	8.7%		
18. Too much instructional time is spent administering assessments.	947	1483	1060	171	605	4266
	25.9%	40.5%	29.0%	4.7%		
19. HCPSS professional development experiences are meaningful and worthwhile.	267	1712	1374	760	161	4274
	6.5%	41.6%	33.4%	18.5%		
20. Increased workload has contributed to a decline in my morale.	1247	1529	1084	264	160	4284
	30.2%	37.1%	26.3%	6.4%		
21. I am paid fairly.	256	1827	1348	828	13	4272
	6.0%	42.9%	31.7%	19.4%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	506	2340	960	392	60	4258
	12.1%	55.7%	22.9%	9.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	167	1864	1512	606	95	4244
	4.0%	44.9%	36.4%	14.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	1096	2649	336	100	77	4258
	26.2%	63.4%	8.0%	2.4%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	556	2430	847	256	171	4260
	13.6%	59.4%	20.7%	6.3%		
26. In my position, I receive appropriate and adequate support and training.	582	2477	942	245	18	4264
	13.7%	58.3%	22.2%	5.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	154	356	1427	2147	188	4272
	3.8%	8.7%	34.9%	52.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	116	202	1472	2284	196	4270
	2.8%	5.0%	36.1%	56.1%		
29. In the last 12 months, I have experienced harassing behavior from parents.	300	756	1495	1520	206	4277
	7.4%	18.6%	36.7%	37.3%		
30. At my school I spend most of my PIP time on non-instructional activities.	269	838	1535	434	1157	4233
	8.7%	27.2%	49.9%	14.1%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	340	1932	573	232	1141	4218
	11.0%	62.8%	18.6%	7.5%		
32. In my school, I spend too much time in meetings.	538	1156	1799	351	415	4259
	14.0%	30.1%	46.8%	9.1%		
33. In my school, there is adequate support for special education students.	246	922	1216	1620	275	4279
	6.1%	23.0%	30.4%	40.5%		

## 2019-2020 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	less than 5					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	51	143	50	26		270
	18.9%	53.0%	18.5%	9.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	47	142	62	17		268
	17.5%	53.0%	23.1%	6.3%		
3. I personally feel successful in my work.	61	166	33	10		270
	22.6%	61.5%	12.2%	3.7%		
4. I feel involved in decision-making at my school/worksite.	25	126	92	20	4	267
	9.5%	47.9%	35.0%	7.6%		
5. I want to be involved in decision-making at my school/worksite.	64	169	29	3	5	270
	24.2%	63.8%	10.9%	1.1%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	54	137	57	21	1	270
	20.1%	50.9%	21.2%	7.8%		
7. In my school/worksite, I am treated as a professional.	94	144	23	9		270
	34.8%	53.3%	8.5%	3.3%		
8. There is good teamwork among staff in my school/worksite.	74	147	42	5		268
	27.6%	54.9%	15.7%	1.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	48	130	46	26	18	268
	19.2%	52.0%	18.4%	10.4%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	66	138	45	19	1	269
	24.6%	51.5%	16.8%	7.1%		
11. My work performance is evaluated fairly.	102	146	17	4	1	270
	37.9%	54.3%	6.3%	1.5%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	24	102	89	52	2	269
	9.0%	38.2%	33.3%	19.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	67	150	38	15		270
	24.8%	55.6%	14.1%	5.6%		
14. My administrators/supervisors respect the negotiated contracts.	98	139	25	2	1	265
	37.1%	52.7%	9.5%	0.8%		
15. My planning time is respected by my school administrations/supervisors.	65	143	48	11	3	270
	24.3%	53.6%	18.0%	4.1%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	61	136	39	23	9	268
	23.6%	52.5%	15.1%	8.9%		
17. In my school, student misbehavior interferes with learning.	97	101	49	17	5	269
	36.7%	38.3%	18.6%	6.4%		
18. Too much instructional time is spent administering assessments.	27	76	119	21	27	270
	11.1%	31.3%	49.0%	8.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	17	147	69	31	4	268
	6.4%	55.7%	26.1%	11.7%		
20. Increased workload has contributed to a decline in my morale.	75	92	76	12	13	268
	29.4%	36.1%	29.8%	4.7%		
21. I am paid fairly.	17	104	96	50	2	269
	6.4%	39.0%	36.0%	18.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	49	165	35	13	7	269
	18.7%	63.0%	13.4%	5.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	19	129	84	23	12	267
	7.5%	50.6%	32.9%	9.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	71	175	15	2	5	268
	27.0%	66.5%	5.7%	0.8%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	66	169	24	5	5	269
	25.0%	64.0%	9.1%	1.9%		
26. In my position, I receive appropriate and adequate support and training.	54	129	74	10		267
	20.2%	48.3%	27.7%	3.7%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	7	16	89	142	14	268
	2.8%	6.3%	35.0%	55.9%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	7	91	154	14	268
	0.8%	2.8%	35.8%	60.6%		
29. In the last 12 months, I have experienced harassing behavior from parents.	15	50	104	89	12	270
	5.8%	19.4%	40.3%	34.5%		
30. At my school I spend most of my PIP time on non-instructional activities.	14	70	103	40	39	266
	6.2%	30.8%	45.4%	17.6%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	23	163	33	11	37	267
	10.0%	70.9%	14.3%	4.8%		
32. In my school, I spend too much time in meetings.	44	83	116	17	9	269
	16.9%	31.9%	44.6%	6.5%		
33. In my school, there is adequate support for special education students.	6	72	85	97	10	270
	2.3%	27.7%	32.7%	37.3%		

## 2019-2020 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	5 to 10					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	64	288	136	80		568
	11.3%	50.7%	23.9%	14.1%		
2. There is an atmosphere of open communication and trust in my school/worksite.	83	277	155	51		566
	14.7%	48.9%	27.4%	9.0%		
3. I personally feel successful in my work.	141	325	76	25		567
	24.9%	57.3%	13.4%	4.4%		
4. I feel involved in decision-making at my school/worksite.	95	233	164	71	5	568
	16.9%	41.4%	29.1%	12.6%		
5. I want to be involved in decision-making at my school/worksite.	185	322	42	8	8	565
	33.2%	57.8%	7.5%	1.4%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	118	285	110	50	2	565
	21.0%	50.6%	19.5%	8.9%		
7. In my school/worksite, I am treated as a professional.	193	297	59	19		568
	34.0%	52.3%	10.4%	3.3%		
8. There is good teamwork among staff in my school/worksite.	157	286	94	27	1	565
	27.8%	50.7%	16.7%	4.8%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	107	281	103	41	31	563
	20.1%	52.8%	19.4%	7.7%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	121	268	115	62	1	567
	21.4%	47.3%	20.3%	11.0%		
11. My work performance is evaluated fairly.	189	305	52	15	6	567
	33.7%	54.4%	9.3%	2.7%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	72	188	145	161	2	568
	12.7%	33.2%	25.6%	28.4%		
13. I am provided adequate work and storage space to prepare for and do my job.	155	299	82	31		567
	27.3%	52.7%	14.5%	5.5%		
14. My administrators/supervisors respect the negotiated contracts.	208	313	30	13	2	566
	36.9%	55.5%	5.3%	2.3%		
15. My planning time is respected by my school administrations/supervisors.	157	285	84	29	10	565
	28.3%	51.4%	15.1%	5.2%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	119	245	105	73	25	567
	22.0%	45.2%	19.4%	13.5%		
17. In my school, student misbehavior interferes with learning.	180	185	141	52	9	567
	32.3%	33.2%	25.3%	9.3%		
18. Too much instructional time is spent administering assessments.	132	210	156	31	40	569
	25.0%	39.7%	29.5%	5.9%		
19. HCPSS professional development experiences are meaningful and worthwhile.	31	201	213	115	7	567
	5.5%	35.9%	38.0%	20.5%		
20. Increased workload has contributed to a decline in my morale.	196	198	136	32	6	568
	34.9%	35.2%	24.2%	5.7%		
21. I am paid fairly.	26	210	201	129	1	567
	4.6%	37.1%	35.5%	22.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	56	344	118	36	10	564
	10.1%	62.1%	21.3%	6.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	20	231	230	69	14	564
	3.6%	42.0%	41.8%	12.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	156	351	42	7	10	566
	28.1%	63.1%	7.6%	1.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	78	353	109	19	6	565
	14.0%	63.1%	19.5%	3.4%		
26. In my position, I receive appropriate and adequate support and training.	76	314	136	37		563
	13.5%	55.8%	24.2%	6.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	22	46	147	335	16	566
	4.0%	8.4%	26.7%	60.9%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	14	20	157	355	18	564
	2.6%	3.7%	28.8%	65.0%		
29. In the last 12 months, I have experienced harassing behavior from parents.	51	103	172	233	8	567
	9.1%	18.4%	30.8%	41.7%		
30. At my school I spend most of my PIP time on non-instructional activities.	62	124	253	80	45	564
	11.9%	23.9%	48.7%	15.4%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	72	299	105	35	53	564
	14.1%	58.5%	20.5%	6.8%		
32. In my school, I spend too much time in meetings.	95	172	236	51	10	564
	17.1%	31.0%	42.6%	9.2%		
33. In my school, there is adequate support for special education students.	20	107	176	248	16	567
	3.6%	19.4%	31.9%	45.0%		

## 2019-2020 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	10 to 20					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	152	650	341	188	1	1332
	11.4%	48.8%	25.6%	14.1%		
2. There is an atmosphere of open communication and trust in my school/worksite.	202	669	315	140	1	1327
	15.2%	50.5%	23.8%	10.6%		
3. I personally feel successful in my work.	332	774	173	47		1326
	25.0%	58.4%	13.0%	3.5%		
4. I feel involved in decision-making at my school/worksite.	189	606	360	157	14	1326
	14.4%	46.2%	27.4%	12.0%		
5. I want to be involved in decision-making at my school/worksite.	363	771	136	22	28	1320
	28.1%	59.7%	10.5%	1.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	306	613	265	136	5	1325
	23.2%	46.4%	20.1%	10.3%		
7. In my school/worksite, I am treated as a professional.	441	686	133	63		1323
	33.3%	51.9%	10.1%	4.8%		
8. There is good teamwork among staff in my school/worksite.	351	709	199	64	2	1325
	26.5%	53.6%	15.0%	4.8%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	259	688	208	111	62	1328
	20.5%	54.3%	16.4%	8.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	301	650	220	155	3	1329
	22.7%	49.0%	16.6%	11.7%		
11. My work performance is evaluated fairly.	389	753	129	41	12	1324
	29.6%	57.4%	9.8%	3.1%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	156	470	383	313	1	1323
	11.8%	35.6%	29.0%	23.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	368	723	167	66	3	1327
	27.8%	54.6%	12.6%	5.0%		
14. My administrators/supervisors respect the negotiated contracts.	511	709	76	24	6	1326
	38.7%	53.7%	5.8%	1.8%		
15. My planning time is respected by my school administrations/supervisors.	386	660	189	62	29	1326
	29.8%	50.9%	14.6%	4.8%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	242	610	246	150	81	1329
	19.4%	48.9%	19.7%	12.0%		
17. In my school, student misbehavior interferes with learning.	368	489	304	117	45	1323
	28.8%	38.3%	23.8%	9.2%		
18. Too much instructional time is spent administering assessments.	344	470	353	53	101	1321
	28.2%	38.5%	28.9%	4.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	82	527	455	246	17	1327
	6.3%	40.2%	34.7%	18.8%		
20. Increased workload has contributed to a decline in my morale.	436	515	285	65	28	1329
	33.5%	39.6%	21.9%	5.0%		
21. I am paid fairly.	85	596	415	228	2	1326
	6.4%	45.0%	31.3%	17.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	176	703	307	122	12	1320
	13.5%	53.7%	23.5%	9.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	55	555	486	199	24	1319
	4.2%	42.9%	37.5%	15.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	393	801	80	32	17	1323
	30.1%	61.3%	6.1%	2.5%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	179	742	280	83	33	1317
	13.9%	57.8%	21.8%	6.5%		
26. In my position, I receive appropriate and adequate support and training.	185	769	284	79	2	1319
	14.0%	58.4%	21.6%	6.0%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	48	120	452	649	53	1322
	3.8%	9.5%	35.6%	51.1%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	38	71	460	702	52	1323
	3.0%	5.6%	36.2%	55.2%		
29. In the last 12 months, I have experienced harassing behavior from parents.	112	269	466	437	42	1326
	8.7%	21.0%	36.3%	34.0%		
30. At my school I spend most of my PIP time on non-instructional activities.	104	334	567	165	132	1302
	8.9%	28.5%	48.5%	14.1%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	131	729	210	106	130	1306
	11.1%	62.0%	17.9%	9.0%		
32. In my school, I spend too much time in meetings.	199	410	559	115	36	1319
	15.5%	32.0%	43.6%	9.0%		
33. In my school, there is adequate support for special education students.	75	283	396	530	41	1325
	5.8%	22.0%	30.8%	41.3%		



## 2019-2020 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	More than 20					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	130	542	267	162	1	1102
	11.8%	49.2%	24.3%	14.7%		
2. There is an atmosphere of open communication and trust in my school/worksite.	186	512	277	124		1099
	16.9%	46.6%	25.2%	11.3%		
3. I personally feel successful in my work.	303	601	150	43	2	1099
	27.6%	54.8%	13.7%	3.9%		
4. I feel involved in decision-making at my school/worksite.	178	480	283	150	9	1100
	16.3%	44.0%	25.9%	13.7%		
5. I want to be involved in decision-making at my school/worksite.	324	635	92	28	11	1090
	30.0%	58.9%	8.5%	2.6%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	246	508	221	119	4	1098
	22.5%	46.4%	20.2%	10.9%		
7. In my school/worksite, I am treated as a professional.	380	536	120	57	1	1094
	34.8%	49.0%	11.0%	5.2%		
8. There is good teamwork among staff in my school/worksite.	334	549	145	61	4	1093
	30.7%	50.4%	13.3%	5.6%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	226	565	171	71	60	1093
	21.9%	54.7%	16.6%	6.9%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	265	512	221	97	4	1099
	24.2%	46.8%	20.2%	8.9%		
11. My work performance is evaluated fairly.	329	608	101	41	7	1086
	30.5%	56.3%	9.4%	3.8%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	129	420	302	247	4	1102
	11.7%	38.3%	27.5%	22.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	309	588	132	71	2	1102
	28.1%	53.5%	12.0%	6.5%		
14. My administrators/supervisors respect the negotiated contracts.	451	559	69	17	3	1099
	41.1%	51.0%	6.3%	1.6%		
15. My planning time is respected by my school administrations/supervisors.	332	593	127	34	12	1098
	30.6%	54.6%	11.7%	3.1%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	215	512	197	113	58	1095
	20.7%	49.4%	19.0%	10.9%		
17. In my school, student misbehavior interferes with learning.	239	449	264	115	32	1099
	22.4%	42.1%	24.7%	10.8%		
18. Too much instructional time is spent administering assessments.	292	440	255	42	60	1089
	28.4%	42.8%	24.8%	4.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	65	435	358	217	19	1094
	6.0%	40.5%	33.3%	20.2%		
20. Increased workload has contributed to a decline in my morale.	378	412	233	61	17	1101
	34.9%	38.0%	21.5%	5.6%		
21. I am paid fairly.	87	557	295	154	2	1095
	8.0%	51.0%	27.0%	14.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	109	552	286	137	8	1092
	10.1%	50.9%	26.4%	12.6%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	33	456	384	198	14	1085
	3.1%	42.6%	35.9%	18.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	299	658	97	27	13	1094
	27.7%	60.9%	9.0%	2.5%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	126	612	233	80	45	1096
	12.0%	58.2%	22.2%	7.6%		
26. In my position, I receive appropriate and adequate support and training.	151	669	211	58	3	1092
	13.9%	61.4%	19.4%	5.3%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	32	95	382	537	49	1095
	3.1%	9.1%	36.5%	51.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	31	66	398	553	48	1096
	3.0%	6.3%	38.0%	52.8%		
29. In the last 12 months, I have experienced harassing behavior from parents.	76	193	407	386	30	1092
	7.2%	18.2%	38.3%	36.3%		
30. At my school I spend most of my PIP time on non-instructional activities.	76	262	515	126	112	1091
	7.8%	26.8%	52.6%	12.9%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	93	619	177	67	122	1078
	9.7%	64.7%	18.5%	7.0%		
32. In my school, I spend too much time in meetings.	147	310	516	84	33	1090
	13.9%	29.3%	48.8%	7.9%		
33. In my school, there is adequate support for special education students.	74	256	304	416	46	1096
	7.0%	24.4%	29.0%	39.6%		

## 2019-2020 HCEA Job Satisfaction Survey

Level	Elementary					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	227	756	327	208	1	1519
	15.0%	49.8%	21.5%	13.7%		
2. There is an atmosphere of open communication and trust in my school/worksite.	300	748	333	128		1509
	19.9%	49.6%	22.1%	8.5%		
3. I personally feel successful in my work.	370	850	220	72	1	1513
	24.5%	56.2%	14.6%	4.8%		
4. I feel involved in decision-making at my school/worksite.	270	700	370	162	10	1512
	18.0%	46.6%	24.6%	10.8%		
5. I want to be involved in decision-making at my school/worksite.	478	895	96	16	18	1503
	32.2%	60.3%	6.5%	1.1%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	379	699	297	135	5	1515
	25.1%	46.3%	19.7%	8.9%		
7. In my school/worksite, I am treated as a professional.	573	732	133	71		1509
	38.0%	48.5%	8.8%	4.7%		
8. There is good teamwork among staff in my school/worksite.	463	795	198	50	2	1508
	30.7%	52.8%	13.1%	3.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	284	759	257	104	103	1507
	20.2%	54.1%	18.3%	7.4%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	376	704	277	154	2	1513
	24.9%	46.6%	18.3%	10.2%		
11. My work performance is evaluated fairly.	543	807	102	36	17	1505
	36.5%	54.2%	6.9%	2.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	170	576	418	344	5	1513
	11.3%	38.2%	27.7%	22.8%		
13. I am provided adequate work and storage space to prepare for and do my job.	427	797	204	85	2	1515
	28.2%	52.7%	13.5%	5.6%		
14. My administrators/supervisors respect the negotiated contracts.	647	761	79	20	4	1511
	42.9%	50.5%	5.2%	1.3%		
15. My planning time is respected by my school administrations/supervisors.	491	771	181	56	15	1514
	32.8%	51.4%	12.1%	3.7%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	398	707	214	122	66	1507
	27.6%	49.1%	14.9%	8.5%		
17. In my school, student misbehavior interferes with learning.	451	571	337	119	33	1511
	30.5%	38.6%	22.8%	8.1%		
18. Too much instructional time is spent administering assessments.	242	566	506	75	119	1508
	17.4%	40.7%	36.4%	5.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	95	660	496	235	24	1510
	6.4%	44.4%	33.4%	15.8%		
20. Increased workload has contributed to a decline in my morale.	537	585	302	71	21	1516
	35.9%	39.1%	20.2%	4.7%		
21. I am paid fairly.	85	645	490	288	4	1512
	5.6%	42.8%	32.5%	19.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	200	824	342	128	11	1505
	13.4%	55.2%	22.9%	8.6%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	60	613	575	226	22	1496
	4.1%	41.6%	39.0%	15.3%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	482	893	96	22	14	1507
	32.3%	59.8%	6.4%	1.5%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	221	890	284	73	34	1502
	15.1%	60.6%	19.3%	5.0%		
26. In my position, I receive appropriate and adequate support and training.	227	840	348	87		1502
	15.1%	55.9%	23.2%	5.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	47	121	489	792	58	1507
	3.2%	8.4%	33.7%	54.7%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	31	56	488	872	59	1506
	2.1%	3.9%	33.7%	60.3%		
29. In the last 12 months, I have experienced harassing behavior from parents.	78	242	544	605	41	1510
	3.0%	16.5%	37.0%	41.2%		
30. At my school I spend most of my PIP time on non-instructional activities.	96	325	687	213	166	1487
	7.3%	24.6%	52.0%	16.1%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	149	898	180	52	196	1475
	11.6%	70.2%	14.1%	4.1%		
32. In my school, I spend too much time in meetings.	279	484	603	98	40	1504
	19.1%	33.1%	41.2%	6.7%		
33. In my school, there is adequate support for special education students.	43	171	412	835	50	1511
	2.9%	11.7%	28.2%	57.2%		

## 2019-2020 HCEA Job Satisfaction Survey

Level	Middle					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	63	368	238	135	1	805
	7.8%	45.8%	29.6%	16.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	80	395	231	99		805
	9.9%	49.1%	28.7%	12.3%		
3. I personally feel successful in my work.	193	470	110	30		803
	24.0%	58.5%	13.7%	3.7%		
4. I feel involved in decision-making at my school/worksite.	107	349	228	113	6	803
	13.4%	43.8%	28.6%	14.2%		
5. I want to be involved in decision-making at my school/worksite.	220	456	83	24	18	801
	28.1%	58.2%	10.6%	3.1%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	151	386	164	95	4	800
	19.0%	48.5%	20.6%	11.9%		
7. In my school/worksite, I am treated as a professional.	233	432	105	31		801
	29.1%	53.9%	13.1%	3.9%		
8. There is good teamwork among staff in my school/worksite.	223	420	111	46	2	802
	27.9%	52.5%	13.9%	5.8%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	161	419	124	67	29	800
	20.9%	54.3%	16.1%	8.7%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	153	373	180	94	4	804
	19.1%	46.6%	22.5%	11.8%		
11. My work performance is evaluated fairly.	202	474	97	27	3	803
	25.3%	59.3%	12.1%	3.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	84	263	266	190	2	805
	10.5%	32.8%	33.1%	23.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	211	443	103	44	2	803
	26.3%	55.3%	12.9%	5.5%		
14. My administrators/supervisors respect the negotiated contracts.	288	425	68	18	3	802
	36.0%	53.2%	8.5%	2.3%		
15. My planning time is respected by my school administrations/supervisors.	209	426	129	32	7	803
	26.3%	53.5%	16.2%	4.0%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	125	371	171	115	23	805
	16.0%	47.4%	21.9%	14.7%		
17. In my school, student misbehavior interferes with learning.	244	309	178	64	6	801
	30.7%	38.9%	22.4%	8.1%		
18. Too much instructional time is spent administering assessments.	220	311	195	29	47	802
	29.1%	41.2%	25.8%	3.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	59	326	267	141	9	802
	7.4%	41.1%	33.7%	17.8%		
20. Increased workload has contributed to a decline in my morale.	252	303	184	37	25	801
	32.5%	39.0%	23.7%	4.8%		
21. I am paid fairly.	56	384	239	122		801
	7.0%	47.9%	29.8%	15.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	87	416	200	85	14	802
	11.0%	52.8%	25.4%	10.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	35	338	285	121	20	799
	4.5%	43.4%	36.6%	15.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	213	503	58	15	11	800
	27.0%	63.8%	7.4%	1.9%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	107	463	162	40	28	800
	13.9%	60.0%	21.0%	5.2%		
26. In my position, I receive appropriate and adequate support and training.	119	471	160	48	1	799
	14.9%	59.0%	20.1%	6.0%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	26	77	261	399	37	800
	3.4%	10.1%	34.2%	52.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	21	59	283	404	36	803
	2.7%	7.7%	36.9%	52.7%		
29. In the last 12 months, I have experienced harassing behavior from parents.	81	182	274	242	24	803
	10.4%	23.4%	35.2%	31.1%		
30. At my school I spend most of my PIP time on non-instructional activities.	57	221	366	89	63	796
	7.8%	30.2%	49.9%	12.1%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	111	504	101	37	51	804
	14.7%	66.9%	13.4%	4.9%		
32. In my school, I spend too much time in meetings.	115	248	351	61	25	800
	14.8%	32.0%	45.3%	7.9%		
33. In my school, there is adequate support for special education students.	41	203	289	254	15	802
	5.2%	25.8%	36.7%	32.3%		

## 2019-2020 HCEA Job Satisfaction Survey

Level	High					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	90	437	204	96		827
	10.9%	52.8%	24.7%	11.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	117	404	212	91	1	825
	14.2%	49.0%	25.7%	11.0%		
3. I personally feel successful in my work.	241	476	89	18	1	825
	29.2%	57.8%	10.8%	2.2%		
4. I feel involved in decision-making at my school/worksite.	89	339	272	109	16	825
	11.0%	41.9%	33.6%	13.5%		
5. I want to be involved in decision-making at my school/worksite.	195	473	117	21	15	821
	24.2%	58.7%	14.5%	2.6%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	168	397	170	84	3	822
	20.5%	48.5%	20.8%	10.3%		
7. In my school/worksite, I am treated as a professional.	258	438	88	40	1	825
	31.3%	53.2%	10.7%	4.9%		
8. There is good teamwork among staff in my school/worksite.	195	420	149	53	3	820
	23.9%	51.4%	18.2%	6.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	169	431	134	69	22	825
	21.0%	53.7%	16.7%	8.6%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	193	430	128	75	1	827
	23.4%	52.1%	15.5%	9.1%		
11. My work performance is evaluated fairly.	227	466	89	35	3	820
	27.8%	57.0%	10.9%	4.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	105	284	209	225		823
	12.8%	34.5%	25.4%	27.3%		
13. I am provided adequate work and storage space to prepare for and do my job.	224	449	102	51	1	827
	27.1%	54.4%	12.3%	6.2%		
14. My administrators/supervisors respect the negotiated contracts.	284	479	45	14	2	824
	34.5%	58.3%	5.5%	1.7%		
15. My planning time is respected by my school administrations/supervisors.	209	429	126	43	14	821
	25.9%	53.2%	15.6%	5.3%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	99	383	191	112	41	826
	12.6%	48.8%	24.3%	14.3%		
17. In my school, student misbehavior interferes with learning.	152	319	230	109	16	826
	18.8%	39.4%	28.4%	13.5%		
18. Too much instructional time is spent administering assessments.	319	296	157	30	18	820
	39.8%	36.9%	19.6%	3.7%		
19. HCPSS professional development experiences are meaningful and worthwhile.	32	265	298	215	13	823
	4.0%	32.7%	36.8%	26.5%		
20. Increased workload has contributed to a decline in my morale.	265	304	190	54	16	829
	32.6%	37.4%	23.4%	6.6%		
21. I am paid fairly.	65	378	244	136	1	824
	7.9%	45.9%	29.6%	16.5%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	79	454	184	89	12	818
	9.8%	56.3%	22.8%	11.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	27	360	288	128	18	821
	3.4%	44.8%	35.9%	15.9%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	197	516	67	27	18	825
	24.4%	63.9%	8.3%	3.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	102	456	177	66	23	824
	12.7%	56.9%	22.1%	8.2%		
26. In my position, I receive appropriate and adequate support and training.	107	489	177	44	3	820
	13.1%	59.9%	21.7%	5.4%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	31	64	287	411	32	825
	3.9%	8.1%	36.2%	51.8%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	30	42	294	425	31	822
	3.8%	5.3%	37.2%	53.7%		
29. In the last 12 months, I have experienced harassing behavior from parents.	86	182	287	243	24	822
	10.8%	22.8%	36.0%	30.5%		
30. At my school I spend most of my PIP time on non-instructional activities.	95	222	358	95	50	820
	12.3%	28.8%	46.5%	12.3%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	49	365	233	124	48	819
	6.4%	47.3%	30.2%	16.1%		
32. In my school, I spend too much time in meetings.	81	220	409	96	11	817
	10.0%	27.3%	50.7%	11.9%		
33. In my school, there is adequate support for special education students.	73	309	238	178	27	825
	9.1%	38.7%	29.8%	22.3%		



## 2019-2020 HCEA Job Satisfaction Survey

Level	Elementary					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	64	287	117	71		<b>Grand Total</b>
	11.9%	53.2%	21.7%	13.2%		539
2. There is an atmosphere of open communication and trust in my school/worksite.	74	281	121	65		
	13.7%	51.9%	22.4%	12.0%		541
3. I personally feel successful in my work.	115	329	66	30		
	21.3%	60.9%	12.2%	5.6%		540
4. I feel involved in decision-making at my school/worksite.	51	240	153	65	33	
	10.0%	47.2%	30.1%	12.8%		542
5. I want to be involved in decision-making at my school/worksite.	97	331	52	13	43	
	19.7%	67.1%	10.5%	2.6%		536
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	94	269	115	52	6	
	17.7%	50.8%	21.7%	9.8%		536
7. In my school/worksite, I am treated as a professional.	130	310	61	37	1	
	24.2%	57.6%	11.3%	6.9%		539
8. There is good teamwork among staff in my school/worksite.	142	300	73	24		
	26.3%	55.7%	13.5%	4.5%		539
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	45	247	119	62	60	
	9.5%	52.2%	25.2%	13.1%		533
10. My working environment (i.e. safety, cleanliness) is conducive to success.	118	283	76	58	6	
	22.1%	52.9%	14.2%	10.8%		541
11. My work performance is evaluated fairly.	150	328	38	12	12	
	28.4%	62.1%	7.2%	2.3%		540
12. I am provided adequate time during the workday to plan, prepare for and do my job.	49	243	141	57	51	
	10.0%	49.6%	28.8%	11.6%		541
13. I am provided adequate work and storage space to prepare for and do my job.	112	341	48	31	8	
	21.1%	64.1%	9.0%	5.8%		540
14. My administrators/supervisors respect the negotiated contracts.	133	319	45	31	11	
	25.2%	60.4%	8.5%	5.9%		539
15. My planning time is respected by my school administrations/supervisors.	47	160	49	25	258	
	16.7%	56.9%	17.4%	8.9%		539

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	84	241	70	61	85	541
	18.4%	52.9%	15.4%	13.4%		
17. In my school, student misbehavior interferes with learning.	209	183	88	23	38	541
	41.6%	36.4%	17.5%	4.6%		
18. Too much instructional time is spent administering assessments.	95	168	97	11	167	538
	25.6%	45.3%	26.1%	3.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	35	223	158	77	47	540
	7.1%	45.2%	32.0%	15.6%		
20. Increased workload has contributed to a decline in my morale.	114	189	166	37	31	537
	22.5%	37.4%	32.8%	7.3%		
21. I am paid fairly.	16	176	188	151	2	533
	3.0%	33.1%	35.4%	28.4%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	57	286	127	52	13	535
	10.9%	54.8%	24.3%	10.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	22	242	189	65	15	533
	4.2%	46.7%	36.5%	12.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	101	347	53	21	14	536
	19.3%	66.5%	10.2%	4.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	47	314	102	32	42	537
	9.5%	63.4%	20.6%	6.5%		
26. In my position, I receive appropriate and adequate support and training.	48	328	128	31	5	540
	9.0%	61.3%	23.9%	5.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	25	39	180	270	26	540
	4.9%	7.6%	35.0%	52.5%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	14	22	192	283	30	541
	2.7%	4.3%	37.6%	55.4%		
29. In the last 12 months, I have experienced harassing behavior from parents.	24	70	187	221	37	539
	4.8%	13.9%	37.3%	44.0%		
30. At my school I spend most of my PIP time on non-instructional activities.	10	31	56	13	421	531
	9.1%	28.2%	50.9%	11.8%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	69	30	8	412	527
	7.0%	60.0%	26.1%	7.0%		
32. In my school, I spend too much time in meetings.	36	121	204	42	134	537
	8.9%	30.0%	50.6%	10.4%		
33. In my school, there is adequate support for special education students.	30	77	155	253	24	539
	5.8%	15.0%	30.1%	49.1%		

## 2019-2020 HCEA Job Satisfaction Survey

Level	Middle					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	28	107	33	33		201
	13.9%	53.2%	16.4%	16.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	27	102	48	23		200
	13.5%	51.0%	24.0%	11.5%		
3. I personally feel successful in my work.	53	118	24	6		201
	26.4%	58.7%	11.9%	3.0%		
4. I feel involved in decision-making at my school/worksite.	22	87	53	24	14	200
	11.8%	46.8%	28.5%	12.9%		
5. I want to be involved in decision-making at my school/worksite.	46	111	24		18	199
	25.4%	61.3%	13.3%	0.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	37	99	42	20	3	201
	18.7%	50.0%	21.2%	10.1%		
7. In my school/worksite, I am treated as a professional.	64	97	29	10		200
	32.0%	48.5%	14.5%	5.0%		
8. There is good teamwork among staff in my school/worksite.	47	111	35	6	1	200
	23.6%	55.8%	17.6%	3.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	32	87	32	11	37	199
	19.8%	53.7%	19.8%	6.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	54	95	31	21		201
	26.9%	47.3%	15.4%	10.4%		
11. My work performance is evaluated fairly.	48	118	19	10	5	200
	24.6%	60.5%	9.7%	5.1%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	32	76	36	32	24	200
	18.2%	43.2%	20.5%	18.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	65	117	13	3	4	202
	32.8%	59.1%	6.6%	1.5%		
14. My administrators/supervisors respect the negotiated contracts.	61	115	14	3	7	200
	31.6%	59.6%	7.3%	1.6%		
15. My planning time is respected by my school administrations/supervisors.	24	40	20	7	108	199
	26.4%	44.0%	22.0%	7.7%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	32	72	33	23	40	200
	20.0%	45.0%	20.6%	14.4%		
17. In my school, student misbehavior interferes with learning.	71	70	20	13	22	196
	40.8%	40.2%	11.5%	7.5%		
18. Too much instructional time is spent administering assessments.	27	51	48	4	70	200
	20.8%	39.2%	36.9%	3.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	13	82	49	29	25	198
	7.5%	47.4%	28.3%	16.8%		
20. Increased workload has contributed to a decline in my morale.	16	59	76	27	21	199
	9.0%	33.1%	42.7%	15.2%		
21. I am paid fairly.	9	74	69	46	2	200
	4.5%	37.4%	34.8%	23.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	23	127	34	9	6	199
	11.9%	65.8%	17.6%	4.7%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	111	55	15	9	196
	3.2%	59.4%	29.4%	8.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	39	125	21	2	7	194
	20.9%	66.8%	11.2%	1.1%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	29	110	35	13	12	199
	15.5%	58.8%	18.7%	7.0%		
26. In my position, I receive appropriate and adequate support and training.	32	114	42	10	4	202
	16.2%	57.6%	21.2%	5.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	7	16	76	85	15	199
	3.8%	8.7%	41.3%	46.2%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7	4	76	99	15	201
	3.8%	2.2%	40.9%	53.2%		
29. In the last 12 months, I have experienced harassing behavior from parents.	12	34	73	62	20	201
	6.6%	18.8%	40.3%	34.3%		
30. At my school I spend most of my PIP time on non-instructional activities.		5	18	9	169	201
	0.0%	15.6%	56.3%	28.1%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	9	24	7	1	158	199
	22.0%	58.5%	17.1%	2.4%		
32. In my school, I spend too much time in meetings.	5	20	67	13	94	199
	4.8%	19.0%	63.8%	12.4%		
33. In my school, there is adequate support for special education students.	18	63	51	39	30	201
	10.5%	36.8%	29.8%	22.8%		

## 2019-2020 HCEA Job Satisfaction Survey

Level	High					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	16	112	26	14		168
	9.5%	66.7%	15.5%	8.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	18	100	32	18	1	169
	10.7%	59.5%	19.0%	10.7%		
3. I personally feel successful in my work.	44	104	16	3	1	168
	26.3%	62.3%	9.6%	1.8%		
4. I feel involved in decision-making at my school/worksite.	13	77	36	28	13	167
	8.4%	50.0%	23.4%	18.2%		
5. I want to be involved in decision-making at my school/worksite.	28	104	17	5	12	166
	18.2%	67.5%	11.0%	3.2%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	86	32	18		167
	18.6%	51.5%	19.2%	10.8%		
7. In my school/worksite, I am treated as a professional.	38	97	19	12	1	167
	22.9%	58.4%	11.4%	7.2%		
8. There is good teamwork among staff in my school/worksite.	29	99	25	15		168
	17.3%	58.9%	14.9%	8.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	63	29	4	62	168
	9.4%	59.4%	27.4%	3.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	38	98	24	7	3	170
	22.8%	58.7%	14.4%	4.2%		
11. My work performance is evaluated fairly.	40	98	21	8	2	169
	24.0%	58.7%	12.6%	4.8%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	31	74	28	14	22	169
	21.1%	50.3%	19.0%	9.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	38	93	23	11	3	168
	23.0%	56.4%	13.9%	6.7%		
14. My administrators/supervisors respect the negotiated contracts.	44	105	9	6	4	168
	26.8%	64.0%	5.5%	3.7%		
15. My planning time is respected by my school administrations/supervisors.	14	31	9	7	107	168
	23.0%	50.8%	14.8%	11.5%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	20	51	30	12	55	168
	17.7%	45.1%	26.5%	10.6%		
17. In my school, student misbehavior interferes with learning.	37	58	21	8	41	165
	29.8%	46.8%	16.9%	6.5%		
18. Too much instructional time is spent administering assessments.	24	51	20	3	68	166
	24.5%	52.0%	20.4%	3.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	12	56	46	30	24	168
	8.3%	38.9%	31.9%	20.8%		
20. Increased workload has contributed to a decline in my morale.	19	39	68	17	25	168
	13.3%	27.3%	47.6%	11.9%		
21. I am paid fairly.	8	51	59	52		170
	4.7%	30.0%	34.7%	30.6%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	16	95	36	19	1	167
	9.6%	57.2%	21.7%	11.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	86	51	26	2	168
	1.8%	51.8%	30.7%	15.7%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	23	115	17	4	8	167
	14.5%	72.3%	10.7%	2.5%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	14	80	34	15	21	164
	9.8%	55.9%	23.8%	10.5%		
26. In my position, I receive appropriate and adequate support and training.	17	87	48	13	3	168
	10.3%	52.7%	29.1%	7.9%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	8	12	73	70	6	169
	4.9%	7.4%	44.8%	42.9%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	7	70	78	7	167
	3.1%	4.4%	43.8%	48.8%		
29. In the last 12 months, I have experienced harassing behavior from parents.	6	25	64	54	20	169
	4.0%	16.8%	43.0%	36.2%		
30. At my school I spend most of my PIP time on non-instructional activities.		7	10		149	166
	0.0%	41.2%	58.8%	0.0%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	11	7	2	145	167
	9.1%	50.0%	31.8%	9.1%		
32. In my school, I spend too much time in meetings.	1	19	62	14	73	169
	1.0%	19.8%	64.6%	14.6%		
33. In my school, there is adequate support for special education students.	11	43	35	29	50	168
	9.3%	36.4%	29.7%	24.6%		

## 2019-2020 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	Yes					
Profession	(All)					
Years in Education	(All)					
Years with HCPSS	(All)					
<b>Questions</b>						
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Does Not Apply</b>	<b>Grand Total</b>
1. Overall, morale at my school/worksite is good.	465	1923	887	524	2	3801
	12.2%	50.6%	23.3%	13.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	586	1886	922	399	3	3796
	15.4%	49.7%	24.3%	10.5%		
3. I personally feel successful in my work.	946	2211	481	151	4	3793
	25.0%	58.4%	12.7%	4.0%		
4. I feel involved in decision-making at my school/worksite.	539	1663	1035	468	88	3793
	14.5%	44.9%	27.9%	12.6%		
5. I want to be involved in decision-making at my school/worksite.	1027	2214	351	75	106	3773
	28.0%	60.4%	9.6%	2.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	814	1811	759	387	21	3792
	21.6%	48.0%	20.1%	10.3%		
7. In my school/worksite, I am treated as a professional.	1230	1960	404	190	5	3789
	32.5%	51.8%	10.7%	5.0%		
8. There is good teamwork among staff in my school/worksite.	1042	1986	557	186	10	3781
	27.6%	52.7%	14.8%	4.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	666	1894	627	295	297	3779
	19.1%	54.4%	18.0%	8.5%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	876	1865	658	385	15	3799
	23.2%	49.3%	17.4%	10.2%		
11. My work performance is evaluated fairly.	1139	2135	343	119	43	3779
	30.5%	57.1%	9.2%	3.2%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	446	1411	1017	825	95	3794
	12.1%	38.1%	27.5%	22.3%		
13. I am provided adequate work and storage space to prepare for and do my job.	1016	2097	461	206	20	3800
	26.9%	55.5%	12.2%	5.4%		
14. My administrators/supervisors respect the negotiated contracts.	1372	2042	248	95	30	3787
	36.5%	54.4%	6.6%	2.5%		
15. My planning time is respected by my school administrations/supervisors.	944	1753	475	164	452	3788
	28.3%	52.5%	14.2%	4.9%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	695	1697	657	416	327	3792
	20.1%	49.0%	19.0%	12.0%		
17. In my school, student misbehavior interferes with learning.	1098	1392	792	307	194	3783
	30.6%	38.8%	22.1%	8.6%		
18. Too much instructional time is spent administering assessments.	856	1330	946	160	483	3775
	26.0%	40.4%	28.7%	4.9%		
19. HCPSS professional development experiences are meaningful and worthwhile.	235	1532	1234	668	115	3784
	6.4%	41.8%	33.6%	18.2%		
20. Increased workload has contributed to a decline in my morale.	1134	1361	943	226	129	3793
	30.9%	37.1%	25.7%	6.2%		
21. I am paid fairly.	229	1597	1218	730	11	3785
	6.1%	42.3%	32.3%	19.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	454	2094	834	339	55	3776
	12.2%	56.3%	22.4%	9.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	145	1669	1330	535	85	3764
	3.9%	45.4%	36.2%	14.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	1044	2351	259	80	43	3777
	28.0%	63.0%	6.9%	2.1%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	509	2164	737	218	147	3775
	14.0%	59.6%	20.3%	6.0%		
26. In my position, I receive appropriate and adequate support and training.	517	2196	839	214	15	3781
	13.7%	58.3%	22.3%	5.7%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	144	320	1258	1901	163	3786
	4.0%	8.8%	34.7%	52.5%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	104	182	1302	2025	171	3784
	2.9%	5.0%	36.0%	56.0%		
29. In the last 12 months, I have experienced harassing behavior from parents.	272	674	1316	1357	169	3788
	7.5%	18.6%	36.4%	37.5%		
30. At my school I spend most of my PIP time on non-instructional activities.	253	776	1401	394	929	3753
	9.0%	27.5%	49.6%	14.0%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	306	1767	524	221	918	3736
	10.9%	62.7%	18.6%	7.8%		
32. In my school, I spend too much time in meetings.	494	1047	1591	314	325	3771
	14.3%	30.4%	46.2%	9.1%		
33. In my school, there is adequate support for special education students.	203	803	1096	1472	218	3792
	5.7%	22.5%	30.7%	41.2%		



## 2019-2020 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	No					
Profession	(All)					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	59	257	105	70	1	492
	12.0%	52.3%	21.4%	14.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	72	245	115	55	1	488
	14.8%	50.3%	23.6%	11.3%		
3. I personally feel successful in my work.	141	263	70	17		491
	28.7%	53.6%	14.3%	3.5%		
4. I feel involved in decision-making at my school/worksite.	56	231	131	63	10	491
	11.6%	48.0%	27.2%	13.1%		
5. I want to be involved in decision-making at my school/worksite.	117	296	46	7	21	487
	25.1%	63.5%	9.9%	1.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	100	232	104	47	1	484
	20.7%	48.0%	21.5%	9.7%		
7. In my school/worksite, I am treated as a professional.	150	259	51	25		485
	30.9%	53.4%	10.5%	5.2%		
8. There is good teamwork among staff in my school/worksite.	129	265	69	27		490
	26.3%	54.1%	14.1%	5.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	76	205	96	38	69	484
	18.3%	49.4%	23.1%	9.2%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	120	235	86	45	4	490
	24.7%	48.4%	17.7%	9.3%		
11. My work performance is evaluated fairly.	143	272	49	20	6	490
	29.5%	56.2%	10.1%	4.1%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	79	208	115	64	25	491
	17.0%	44.6%	24.7%	13.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	138	274	46	26	6	490
	28.5%	56.6%	9.5%	5.4%		
14. My administrators/supervisors respect the negotiated contracts.	179	267	33	4	7	490
	37.1%	55.3%	6.8%	0.8%		
15. My planning time is respected by my school administrations/supervisors.	99	178	54	15	145	491
	28.6%	51.4%	15.6%	4.3%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	89	187	71	44	98	489
	22.8%	47.8%	18.2%	11.3%		
17. In my school, student misbehavior interferes with learning.	119	160	102	42	68	491
	28.1%	37.8%	24.1%	9.9%		
18. Too much instructional time is spent administering assessments.	91	153	114	11	122	491
	24.7%	41.5%	30.9%	3.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	32	180	140	92	46	490
	7.2%	40.5%	31.5%	20.7%		
20. Increased workload has contributed to a decline in my morale.	113	168	141	38	31	491
	24.6%	36.5%	30.7%	8.3%		
21. I am paid fairly.	27	230	130	98	2	487
	5.6%	47.4%	26.8%	20.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	52	246	126	53	5	482
	10.9%	51.6%	26.4%	11.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	22	195	182	71	10	480
	4.7%	41.5%	38.7%	15.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	52	298	77	20	34	481
	11.6%	66.7%	17.2%	4.5%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	47	266	110	38	24	485
	10.2%	57.7%	23.9%	8.2%		
26. In my position, I receive appropriate and adequate support and training.	65	281	103	31	3	483
	13.5%	58.5%	21.5%	6.5%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	10	36	169	246	25	486
	2.2%	7.8%	36.7%	53.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	12	20	170	259	25	486
	2.6%	4.3%	36.9%	56.2%		
29. In the last 12 months, I have experienced harassing behavior from parents.	28	82	179	163	37	489
	6.2%	18.1%	39.6%	36.1%		
30. At my school I spend most of my PIP time on non-instructional activities.	16	62	134	40	228	480
	6.3%	24.6%	53.2%	15.9%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	34	165	49	11	223	482
	13.1%	63.7%	18.9%	4.2%		
32. In my school, I spend too much time in meetings.	44	109	208	37	90	488
	11.1%	27.4%	52.3%	9.3%		
33. In my school, there is adequate support for special education students.	43	119	120	148	57	487
	10.0%	27.7%	27.9%	34.4%		

## 2019-2020 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	Yes					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	106	471	171	117		865
	12.3%	54.5%	19.8%	13.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	125	452	184	106	3	870
	14.4%	52.1%	21.2%	12.2%		
3. I personally feel successful in my work.	215	518	97	35	2	867
	24.9%	59.9%	11.2%	4.0%		
4. I feel involved in decision-making at my school/worksite.	111	363	228	108	57	867
	13.7%	44.8%	28.1%	13.3%		
5. I want to be involved in decision-making at my school/worksite.	192	511	77	20	60	860
	24.0%	63.9%	9.6%	2.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	166	425	169	95	10	865
	19.4%	49.7%	19.8%	11.1%		
7. In my school/worksite, I am treated as a professional.	243	458	105	56	4	866
	28.2%	53.1%	12.2%	6.5%		
8. There is good teamwork among staff in my school/worksite.	207	475	130	48	3	863
	24.1%	55.2%	15.1%	5.6%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	98	377	163	70	151	859
	13.8%	53.2%	23.0%	9.9%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	208	457	119	77	8	869
	24.2%	53.1%	13.8%	8.9%		
11. My work performance is evaluated fairly.	230	508	77	32	19	866
	27.2%	60.0%	9.1%	3.8%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	108	360	198	115	87	868
	13.8%	46.1%	25.4%	14.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	224	510	77	39	17	867
	26.4%	60.0%	9.1%	4.6%		
14. My administrators/supervisors respect the negotiated contracts.	240	495	68	40	21	864
	28.5%	58.7%	8.1%	4.7%		
15. My planning time is respected by my school administrations/supervisors.	102	220	73	45	424	864
	23.2%	50.0%	16.6%	10.2%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	124	343	124	87	188	866
	18.3%	50.6%	18.3%	12.8%		
17. In my school, student misbehavior interferes with learning.	284	290	122	44	121	861
	38.4%	39.2%	16.5%	5.9%		
18. Too much instructional time is spent administering assessments.	142	247	159	24	289	861
	24.8%	43.2%	27.8%	4.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	64	374	227	125	72	862
	8.1%	47.3%	28.7%	15.8%		
20. Increased workload has contributed to a decline in my morale.	148	270	287	80	77	862
	18.9%	34.4%	36.6%	10.2%		
21. I am paid fairly.	39	295	298	224	4	860
	4.6%	34.5%	34.8%	26.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	109	506	159	63	22	859
	13.0%	60.5%	19.0%	7.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	38	428	271	94	25	856
	4.6%	51.5%	32.6%	11.3%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	185	566	70	24	13	858
	21.9%	67.0%	8.3%	2.8%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	96	481	159	60	64	860
	12.1%	60.4%	20.0%	7.5%		
26. In my position, I receive appropriate and adequate support and training.	104	505	198	51	11	869
	12.1%	58.9%	23.1%	5.9%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	41	66	305	412	43	867
	5.0%	8.0%	37.0%	50.0%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	25	38	304	449	50	866
	3.1%	4.7%	37.3%	55.0%		
29. In the last 12 months, I have experienced harassing behavior from parents.	42	123	296	320	88	869
	5.4%	15.7%	37.9%	41.0%		
30. At my school I spend most of my PIP time on non-instructional activities.	14	55	92	25	674	860
	7.5%	29.6%	49.5%	13.4%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	132	45	14	638	850
	9.9%	62.3%	21.2%	6.6%		
32. In my school, I spend too much time in meetings.	53	162	325	72	249	861
	8.7%	26.5%	53.1%	11.8%		
33. In my school, there is adequate support for special education students.	51	183	227	291	114	866
	6.8%	24.3%	30.2%	38.7%		

## 2019-2020 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	No					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	29	131	44	32		236
	12.3%	55.5%	18.6%	13.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	31	124	54	25		234
	13.2%	53.0%	23.1%	10.7%		
3. I personally feel successful in my work.	65	129	30	11		235
	27.7%	54.9%	12.8%	4.7%		
4. I feel involved in decision-making at my school/worksite.	22	113	65	27	9	236
	9.7%	49.8%	28.6%	11.9%		
5. I want to be involved in decision-making at my school/worksite.	43	150	24	1	16	234
	19.7%	68.8%	11.0%	0.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	45	118	47	23		233
	19.3%	50.6%	20.2%	9.9%		
7. In my school/worksite, I am treated as a professional.	63	134	22	14		233
	27.0%	57.5%	9.4%	6.0%		
8. There is good teamwork among staff in my school/worksite.	70	123	31	11		235
	29.8%	52.3%	13.2%	4.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	22	90	51	19	49	231
	12.1%	49.5%	28.0%	10.4%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	60	114	36	24	2	236
	25.6%	48.7%	15.4%	10.3%		
11. My work performance is evaluated fairly.	71	123	27	10	5	236
	30.7%	53.2%	11.7%	4.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	43	109	42	18	23	235
	20.3%	51.4%	19.8%	8.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	66	137	19	12	3	237
	28.2%	58.5%	8.1%	5.1%		
14. My administrators/supervisors respect the negotiated contracts.	75	133	20	3	5	236
	32.5%	57.6%	8.7%	1.3%		
15. My planning time is respected by my school administrations/supervisors.	21	57	19	4	135	236
	20.8%	56.4%	18.8%	4.0%		

## 2019-2020 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	37	75	24	18	82	236
	24.0%	48.7%	15.6%	11.7%		
17. In my school, student misbehavior interferes with learning.	65	67	39	13	52	236
	35.3%	36.4%	21.2%	7.1%		
18. Too much instructional time is spent administering assessments.	37	64	36	3	97	237
	26.4%	45.7%	25.7%	2.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	17	76	67	35	41	236
	8.7%	39.0%	34.4%	17.9%		
20. Increased workload has contributed to a decline in my morale.	36	71	89	19	20	235
	16.7%	33.0%	41.4%	8.8%		
21. I am paid fairly.	9	99	67	57	2	234
	3.9%	42.7%	28.9%	24.6%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	14	127	64	23	2	230
	6.1%	55.7%	28.1%	10.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	106	80	30	6	228
	2.7%	47.7%	36.0%	13.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	17	146	37	9	19	228
	8.1%	69.9%	17.7%	4.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	20	123	55	15	19	232
	9.4%	57.7%	25.8%	7.0%		
26. In my position, I receive appropriate and adequate support and training.	28	138	49	16	2	233
	12.1%	59.7%	21.2%	6.9%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	22	85	108	14	234
	2.3%	10.0%	38.6%	49.1%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7	5	91	115	15	233
	3.2%	2.3%	41.7%	52.8%		
29. In the last 12 months, I have experienced harassing behavior from parents.	16	37	87	66	27	233
	7.8%	18.0%	42.2%	32.0%		
30. At my school I spend most of my PIP time on non-instructional activities.	1	8	23	3	195	230
	2.9%	22.9%	65.7%	8.6%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	25	10		190	233
	18.6%	58.1%	23.3%	0.0%		
32. In my school, I spend too much time in meetings.	9	44	86	17	79	235
	5.8%	28.2%	55.1%	10.9%		
33. In my school, there is adequate support for special education students.	24	45	57	61	47	234
	12.8%	24.1%	30.5%	32.6%		