

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	17	7	16		42	45.2%	54.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	24	5	7		42	71.4%	28.6%
3. I personally feel successful in my work.	4	30	2	6		42	81.0%	19.0%
4. I feel involved in decision-making at my school/worksite.	7	17	5	13		42	57.1%	42.9%
5. I want to be involved in decision-making at my school/worksite.	13	24		3	1	41	92.5%	7.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	23	2	8		42	76.2%	23.8%
7. In my school/worksite, I am treated as a professional.	13	24	1	4		42	88.1%	11.9%
8. There is good teamwork among staff in my school/worksite.	4	28	3	7		42	76.2%	23.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	25	3	9	3	42	69.2%	30.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	3	16	7	15		41	46.3%	53.7%
11. My work performance is evaluated fairly.	10	29		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	11	10	15	1	41	37.5%	62.5%
13. I am provided adequate work and storage space to prepare for and do my job.	4	33	2	3		42	88.1%	11.9%
14. My administrators/supervisors respect the negotiated contracts.	14	22	1	5		42	85.7%	14.3%
15. My planning time is respected by my school administrations/supervisors.	10	18	2	3	8	41	84.8%	15.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	22	1	8	3	42	76.9%	23.1%
17. In my school, student misbehavior interferes with learning.	4	18	1	18	1	42	53.7%	46.3%
18. Too much instructional time is spent administering assessments.	14	15		5	7	41	85.3%	14.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	10	6	20	4	41	29.7%	70.3%
20. Increased workload has contributed to a decline in my morale.	19	13	2	5	2	41	82.1%	17.9%
21. I am paid fairly.	1	15	14	12		42	38.1%	61.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	9	16	15		41	24.4%	75.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		11	15	16		42	26.2%	73.8%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	28	3	3	2	42	85.0%	15.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	22	4	5	6	42	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.	4	30	2	5	1	42	82.9%	17.1%
27. During this current school year, I have experienced harassing behavior from colleagues.	3	3	19	16		41	14.6%	85.4%

2021-2022 HCEA Job Satisfaction Survey**LONGFELLOW ES**

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	25	13		42	9.5%	90.5%
29. During this current school year, I have experienced harassing behavior from parents.	5	5	11	20	1	42	24.4%	75.6%
30. At my school I spend most of my PIP time on non-instructional activities.	1	14	3	10	12	40	53.6%	46.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	23		3	14	42	89.3%	10.7%
32. In my school, I spend too much time in meetings.	12	16	4	8	2	42	70.0%	30.0%
33. In my school, there is adequate support for special education students.	3	8	17	12	2	42	27.5%	72.5%