

2022-2023 HCEA Job Satisfaction Survey

LONGFELLOW ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	19	4	15	7		45	51.1%	48.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	4	12	2		45	68.9%	31.1%
3) I personally feel successful in my work.	32	7	2	4		45	86.7%	13.3%
4) I feel involved in decision-making at my school/worksite.	23	6	13	2	1	45	65.9%	34.1%
5) I want to be involved in decision-making at my school/worksite.	25	13	4		2	44	90.5%	9.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	28	7	8	2		45	77.8%	22.2%
7) In my school/worksite, I am treated as a professional.	24	12	6	3		45	80.0%	20.0%
8) There is good teamwork among staff in my school/worksite.	32	5	5	2		44	84.1%	15.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	22	5	14	2	2	45	62.8%	37.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	28	7	9	1		45	77.8%	22.2%
11) My work performance is evaluated fairly.	34	8		2		44	95.5%	4.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	4	15	10	1	45	43.2%	56.8%
13) I am provided adequate work and storage space to prepare for and do my job.	32	6	6		1	45	86.4%	13.6%
14) My administrators/supervisors respect the negotiated contracts.	26	13	4	1	1	45	88.6%	11.4%
15) My planning time is respected by my school administrations/supervisors.	19	10	9	1	6	45	74.4%	25.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	21	7	11	2	3	44	68.3%	31.7%
17) In my school, student misbehavior interferes with learning.	20	14	8	2	1	45	77.3%	22.7%
18) Too much instructional time is spent administering assessments.	16	15	8		5	44	79.5%	20.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	15	1	17	9	2	44	38.1%	61.9%
20) Increased workload has contributed to a decline in my morale.	16	18	4	4	2	44	81.0%	19.0%
21) I am paid fairly.	16	3	11	14		44	43.2%	56.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	18	1	11	12	1	43	45.2%	54.8%

2022-2023 HCEA Job Satisfaction Survey

LONGFELLOW ES

23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15		16	11	2	44	35.7%	64.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	7	5	6	2	44	73.8%	26.2%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	20	8	7	3	7	45	73.7%	26.3%
26) In my position, I receive appropriate and adequate support and training.	26	3	11	4	1	45	65.9%	34.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	19	19	1	44	11.6%	88.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	2	15	23		45	15.6%	84.4%
29) During this current school year, I have experienced harassing behavior from parents.	6	4	21	14		45	22.2%	77.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	2	17	2	12	45	42.4%	57.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	24	2	5		13	44	83.9%	16.1%
32) In my school/worksite, I spend too much time in meetings.	13	14	14	1	3	45	64.3%	35.7%
33) In my school, there is adequate support for special education students.	4	4	14	22		44	18.2%	81.8%