

# 2018-2019 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.	464	1658	397	650	2	3171
	14.6%	52.3%	12.5%	20.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	474	1567	329	796	5	3171
	15.0%	49.5%	10.4%	25.1%		
3. I personally feel successful in my work.	885	1809	117	352	3	3166
	28.0%	57.2%	3.7%	11.1%		
4. I feel involved in decision-making at my school/worksite.	466	1359	381	868	85	3159
	15.2%	44.2%	12.4%	28.2%		
5. I want to be involved in decision-making at my school/worksite.	909	1876	40	249	91	3165
	29.6%	61.0%	1.3%	8.1%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	666	1481	322	673	24	3166
	21.2%	47.1%	10.2%	21.4%		
7. In my school/worksite, I am treated as a professional.	1021	1632	167	341	5	3166
	32.3%	51.6%	5.3%	10.8%		
8. There is good teamwork among staff in my school/worksite.	904	1623	151	475	4	3157
	28.7%	51.5%	4.8%	15.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	641	1570	238	472	235	3156
	21.9%	53.7%	8.1%	16.2%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	757	1591	301	501	17	3167
	24.0%	50.5%	9.6%	15.9%		
11. My work performance is evaluated fairly.	910	1756	130	324	38	3158
	29.2%	56.3%	4.2%	10.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	425	1233	610	821	75	3164
	13.8%	39.9%	19.7%	26.6%		
13. I am provided adequate work and storage space to prepare for and do my job.	902	1750	157	329	21	3159
	28.7%	55.8%	5.0%	10.5%		
14. My administrators/supervisors respect the negotiated contracts.	1195	1683	57	196	26	3157
	38.2%	53.8%	1.8%	6.3%		
15. My planning time is respected by my school administrations/supervisors.	856	1409	132	357	403	3157
	31.1%	51.2%	4.8%	13.0%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	597	1397	347	570	236	3147
	20.5%	48.0%	11.9%	19.6%		
17. In my school, student misbehavior interferes with learning.	844	1088	320	757	152	3161
	28.0%	36.2%	10.6%	25.2%		
18. Too much instructional time is spent administering assessments.	752	1190	112	735	357	3146
	27.0%	42.7%	4.0%	26.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	212	1316	553	974	100	3155
	6.9%	43.1%	18.1%	31.9%		
20. Increased workload has contributed to a decline in my morale.	718	1179	240	896	132	3165
	23.7%	38.9%	7.9%	29.5%		
21. I am paid fairly.	162	1285	639	1066	5	3157
	5.1%	40.8%	20.3%	33.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1073	1733	74	249	30	3159
	34.3%	55.4%	2.4%	8.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	429	2168	73	370	99	3139
	14.1%	71.3%	2.4%	12.2%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	1042	1868	52	145	49	3156
	33.5%	60.1%	1.7%	4.7%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	503	1779	173	580	110	3145
	16.6%	58.6%	5.7%	19.1%		
26. In my position, I receive appropriate and adequate support and training.	533	1879	154	571	15	3152
	17.0%	59.9%	4.9%	18.2%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	110	275	1578	1035	151	3149
	3.7%	9.2%	52.6%	34.5%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	88	169	1683	1053	168	3161
	2.9%	5.6%	56.2%	35.2%		
29. In the last 12 months, I have experienced harassing behavior from parents.	233	590	1044	1144	151	3162
	7.7%	19.6%	34.7%	38.0%		
30. At my school I spend most of my PIP time on non-instructional activities.	182	624	335	1136	857	3134
	8.0%	27.4%	14.7%	49.9%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	288	1387	183	442	830	3130
	12.5%	60.3%	8.0%	19.2%		

## 2018-2019 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.	34	132	21	38		225
	15.1%	58.7%	9.3%	16.9%		
2. There is an atmosphere of open communication and trust in my school/worksite.	31	125	22	47		225
	13.8%	55.6%	9.8%	20.9%		
3. I personally feel successful in my work.	54	142	9	21		226
	23.9%	62.8%	4.0%	9.3%		
4. I feel involved in decision-making at my school/worksite.	25	103	15	75	6	224
	11.5%	47.2%	6.9%	34.4%		
5. I want to be involved in decision-making at my school/worksite.	59	139	2	18	8	226
	27.1%	63.8%	0.9%	8.3%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	43	116	14	50	3	226
	19.3%	52.0%	6.3%	22.4%		
7. In my school/worksite, I am treated as a professional.	75	128	6	17		226
	33.2%	56.6%	2.7%	7.5%		
8. There is good teamwork among staff in my school/worksite.	72	116	4	33	1	226
	32.0%	51.6%	1.8%	14.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	41	127	12	30	15	225
	19.5%	60.5%	5.7%	14.3%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	53	122	14	35		224
	23.7%	54.5%	6.3%	15.6%		
11. My work performance is evaluated fairly.	75	123	4	18	3	223
	34.1%	55.9%	1.8%	8.2%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	36	88	42	57	2	225
	16.1%	39.5%	18.8%	25.6%		
13. I am provided adequate work and storage space to prepare for and do my job.	69	125	8	24		226
	30.5%	55.3%	3.5%	10.6%		
14. My administrators/supervisors respect the negotiated contracts.	94	112	2	13	4	225
	42.5%	50.7%	0.9%	5.9%		
15. My planning time is respected by my school administrations/supervisors.	67	101	11	33	12	224
	31.6%	47.6%	5.2%	15.6%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	58	100	20	39	8	225
	26.7%	46.1%	9.2%	18.0%		
17. In my school, student misbehavior interferes with learning.	69	84	12	56	5	226
	31.2%	38.0%	5.4%	25.3%		
18. Too much instructional time is spent administering assessments.	25	67	18	81	34	225
	13.1%	35.1%	9.4%	42.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	13	135	16	58	3	225
	5.9%	60.8%	7.2%	26.1%		
20. Increased workload has contributed to a decline in my morale.	39	85	13	75	13	225
	18.4%	40.1%	6.1%	35.4%		
21. I am paid fairly.	8	96	46	75		225
	3.6%	42.7%	20.4%	33.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	80	129	2	12	2	225
	35.9%	57.8%	0.9%	5.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	35	150	1	24	14	224
	16.7%	71.4%	0.5%	11.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	64	147	1	4	9	225
	29.6%	68.1%	0.5%	1.9%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	59	133	2	25	4	223
	26.9%	60.7%	0.9%	11.4%		
26. In my position, I receive appropriate and adequate support and training.	45	135	6	37		223
	20.2%	60.5%	2.7%	16.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	7	10	130	65	12	224
	3.3%	4.7%	61.3%	30.7%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	8	143	56	17	225
	0.5%	3.8%	68.8%	26.9%		
29. In the last 12 months, I have experienced harassing behavior from parents.	20	40	78	76	11	225
	9.3%	18.7%	36.4%	35.5%		
30. At my school I spend most of my PIP time on non-instructional activities.	10	50	37	80	49	226
	5.6%	28.2%	20.9%	45.2%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	17	107	11	42	46	223
	9.6%	60.5%	6.2%	23.7%		

## 2018-2019 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/worksites is good.	65	209	58	96		428
	15.2%	48.8%	13.6%	22.4%		
2. There is an atmosphere of open communication and trust in my school/worksites.	69	190	41	126		426
	16.2%	44.6%	9.6%	29.6%		
3. I personally feel successful in my work.	123	238	15	49		425
	28.9%	56.0%	3.5%	11.5%		
4. I feel involved in decision-making at my school/worksites.	65	174	45	131	10	425
	15.7%	41.9%	10.8%	31.6%		
5. I want to be involved in decision-making at my school/worksites.	150	237	5	29	5	426
	35.6%	56.3%	1.2%	6.9%		
6. In my school/worksites, I can speak openly about important issues without fear of repercussions.	96	182	39	106	2	425
	22.7%	43.0%	9.2%	25.1%		
7. In my school/worksites, I am treated as a professional.	144	215	23	45	1	428
	33.7%	50.4%	5.4%	10.5%		
8. There is good teamwork among staff in my school/worksites.	112	214	23	78		427
	26.2%	50.1%	5.4%	18.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksites.	98	211	31	65	21	426
	24.2%	52.1%	7.7%	16.0%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	112	203	39	72	1	427
	26.3%	47.7%	9.2%	16.9%		
11. My work performance is evaluated fairly.	141	219	23	40	4	427
	33.3%	51.8%	5.4%	9.5%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	58	142	107	120	1	428
	13.6%	33.3%	25.1%	28.1%		
13. I am provided adequate work and storage space to prepare for and do my job.	118	212	31	63	2	426
	27.8%	50.0%	7.3%	14.9%		
14. My administrators/supervisors respect the negotiated contracts.	171	214	8	28	2	423
	40.6%	50.8%	1.9%	6.7%		
15. My planning time is respected by my school administrations/supervisors.	131	198	29	61	7	426
	31.3%	47.3%	6.9%	14.6%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	97	169	58	90	13	427
	23.4%	40.8%	14.0%	21.7%		
17. In my school, student misbehavior interferes with learning.	110	146	54	107	10	427
	26.4%	35.0%	12.9%	25.7%		
18. Too much instructional time is spent administering assessments.	100	157	18	121	28	424
	25.3%	39.6%	4.5%	30.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	31	173	80	136	8	428
	7.4%	41.2%	19.0%	32.4%		
20. Increased workload has contributed to a decline in my morale.	97	176	21	116	17	427
	23.7%	42.9%	5.1%	28.3%		
21. I am paid fairly.	23	156	88	161		428
	5.4%	36.4%	20.6%	37.6%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	147	228	7	37	8	427
	35.1%	54.4%	1.7%	8.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	61	286	10	51	18	426
	15.0%	70.1%	2.5%	12.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	148	249	5	12	13	427
	35.7%	60.1%	1.2%	2.9%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	88	241	18	72	5	424
	21.0%	57.5%	4.3%	17.2%		
26. In my position, I receive appropriate and adequate support and training.	84	247	19	74	1	425
	19.8%	58.3%	4.5%	17.5%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	10	36	235	118	28	427
	2.5%	9.0%	58.9%	29.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	9	15	253	121	30	428
	2.3%	3.8%	63.6%	30.4%		
29. In the last 12 months, I have experienced harassing behavior from parents.	42	78	154	131	23	428
	10.4%	19.3%	38.0%	32.3%		
30. At my school I spend most of my PIP time on non-instructional activities.	33	94	59	183	55	424
	8.9%	25.5%	16.0%	49.6%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	51	205	45	66	55	422
	13.9%	55.9%	12.3%	18.0%		

## 2018-2019 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.	156	549	136	234	1	1076
	14.5%	51.1%	12.7%	21.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	166	526	113	268	3	1076
	15.5%	49.0%	10.5%	25.0%		
3. I personally feel successful in my work.	282	607	45	140		1074
	26.3%	56.5%	4.2%	13.0%		
4. I feel involved in decision-making at my school/worksite.	177	481	135	273	8	1074
	16.6%	45.1%	12.7%	25.6%		
5. I want to be involved in decision-making at my school/worksite.	338	627	13	77	21	1076
	32.0%	59.4%	1.2%	7.3%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	242	494	118	213	9	1076
	22.7%	46.3%	11.1%	20.0%		
7. In my school/worksite, I am treated as a professional.	366	547	55	102	3	1073
	34.2%	51.1%	5.1%	9.5%		
8. There is good teamwork among staff in my school/worksite.	302	545	58	165	2	1072
	28.2%	50.9%	5.4%	15.4%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	249	535	76	161	52	1073
	24.4%	52.4%	7.4%	15.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	250	530	109	181	5	1075
	23.4%	49.5%	10.2%	16.9%		
11. My work performance is evaluated fairly.	299	607	52	114	3	1075
	27.9%	56.6%	4.9%	10.6%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	134	396	234	307	5	1076
	12.5%	37.0%	21.8%	28.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	331	571	61	108	2	1073
	30.9%	53.3%	5.7%	10.1%		
14. My administrators/supervisors respect the negotiated contracts.	428	565	23	52	5	1073
	40.1%	52.9%	2.2%	4.9%		
15. My planning time is respected by my school administrations/supervisors.	346	525	39	133	27	1070
	33.2%	50.3%	3.7%	12.8%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	211	475	119	209	49	1063
	20.8%	46.8%	11.7%	20.6%		
17. In my school, student misbehavior interferes with learning.	298	363	106	273	35	1075
	28.7%	34.9%	10.2%	26.3%		
18. Too much instructional time is spent administering assessments.	299	401	29	263	77	1069
	30.1%	40.4%	2.9%	26.5%		
19. HCPSS professional development experiences are meaningful and worthwhile.	62	446	199	347	13	1067
	5.9%	42.3%	18.9%	32.9%		
20. Increased workload has contributed to a decline in my morale.	288	430	67	267	22	1074
	27.4%	40.9%	6.4%	25.4%		
21. I am paid fairly.	50	480	192	353		1075
	4.7%	44.7%	17.9%	32.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	361	593	26	85	8	1073
	33.9%	55.7%	2.4%	8.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	135	750	25	125	37	1072
	13.0%	72.5%	2.4%	12.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	363	630	16	48	14	1071
	34.3%	59.6%	1.5%	4.5%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	169	610	62	205	27	1073
	16.2%	58.3%	5.9%	19.6%		
26. In my position, I receive appropriate and adequate support and training.	188	627	60	196	2	1073
	17.6%	58.5%	5.6%	18.3%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	43	111	541	337	40	1072
	4.2%	10.8%	52.4%	32.7%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	34	73	568	355	39	1069
	3.3%	7.1%	55.1%	34.5%		
29. In the last 12 months, I have experienced harassing behavior from parents.	78	233	342	391	29	1073
	7.5%	22.3%	32.8%	37.5%		
30. At my school I spend most of my PIP time on non-instructional activities.	85	267	131	457	122	1062
	9.0%	28.4%	13.9%	48.6%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	124	567	70	183	121	1065
	13.1%	60.1%	7.4%	19.4%		



## 2018-2019 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.	100	449	116	175		840
	11.9%	53.5%	13.8%	20.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	113	426	98	203		840
	13.5%	50.7%	11.7%	24.2%		
3. I personally feel successful in my work.	240	465	33	100	2	840
	28.6%	55.5%	3.9%	11.9%		
4. I feel involved in decision-making at my school/worksite.	135	344	113	228	15	835
	16.5%	42.0%	13.8%	27.8%		
5. I want to be involved in decision-making at my school/worksite.	257	483	13	71	12	836
	31.2%	58.6%	1.6%	8.6%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	181	395	83	175	3	837
	21.7%	47.4%	10.0%	21.0%		
7. In my school/worksite, I am treated as a professional.	286	403	46	102		837
	34.2%	48.1%	5.5%	12.2%		
8. There is good teamwork among staff in my school/worksite.	252	430	43	107		832
	30.3%	51.7%	5.2%	12.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	179	435	55	108	55	832
	23.0%	56.0%	7.1%	13.9%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	213	403	90	129	4	839
	25.5%	48.3%	10.8%	15.4%		
11. My work performance is evaluated fairly.	215	480	34	92	11	832
	26.2%	58.5%	4.1%	11.2%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	97	316	175	240	7	835
	11.7%	38.2%	21.1%	29.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	237	467	42	88		834
	28.4%	56.0%	5.0%	10.6%		
14. My administrators/supervisors respect the negotiated contracts.	325	446	15	48	2	836
	39.0%	53.5%	1.8%	5.8%		
15. My planning time is respected by my school administrations/supervisors.	251	440	35	89	21	836
	30.8%	54.0%	4.3%	10.9%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	159	395	86	141	52	833
	20.4%	50.6%	11.0%	18.1%		
17. In my school, student misbehavior interferes with learning.	175	291	112	228	29	835
	21.7%	36.1%	13.9%	28.3%		
18. Too much instructional time is spent administering assessments.	232	352	32	161	58	835
	29.9%	45.3%	4.1%	20.7%		
19. HCPSS professional development experiences are meaningful and worthwhile.	59	324	173	263	16	835
	7.2%	39.6%	21.1%	32.1%		
20. Increased workload has contributed to a decline in my morale.	244	340	58	184	13	839
	29.5%	41.2%	7.0%	22.3%		
21. I am paid fairly.	66	409	108	247	2	832
	8.0%	49.3%	13.0%	29.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	274	449	29	76	5	833
	33.1%	54.2%	3.5%	9.2%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	113	568	21	99	21	822
	14.1%	70.9%	2.6%	12.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	299	466	15	43	10	833
	36.3%	56.6%	1.8%	5.2%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	121	470	49	155	32	827
	15.2%	59.1%	6.2%	19.5%		
26. In my position, I receive appropriate and adequate support and training.	148	501	40	139	4	832
	17.9%	60.5%	4.8%	16.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	29	75	391	291	49	835
	3.7%	9.5%	49.7%	37.0%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	30	46	417	291	53	837
	3.8%	5.9%	53.2%	37.1%		
29. In the last 12 months, I have experienced harassing behavior from parents.	68	172	255	306	37	838
	8.5%	21.5%	31.8%	38.2%		
30. At my school I spend most of my PIP time on non-instructional activities.	54	195	96	365	115	825
	7.6%	27.5%	13.5%	51.4%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	81	442	55	129	117	824
	11.5%	62.5%	7.8%	18.2%		

## 2018-2019 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.	187	604	146	240		1177
	15.9%	51.3%	12.4%	20.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	210	573	126	264	1	1174
	17.9%	48.8%	10.7%	22.5%		
3. I personally feel successful in my work.	330	652	47	148	1	1178
	28.0%	55.4%	4.0%	12.6%		
4. I feel involved in decision-making at my school/worksite.	208	516	123	314	12	1173
	17.9%	44.4%	10.6%	27.0%		
5. I want to be involved in decision-making at my school/worksite.	420	673	7	65	12	1177
	36.1%	57.8%	0.6%	5.6%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	270	557	116	230	3	1176
	23.0%	47.5%	9.9%	19.6%		
7. In my school/worksite, I am treated as a professional.	415	595	55	109		1174
	35.3%	50.7%	4.7%	9.3%		
8. There is good teamwork among staff in my school/worksite.	358	608	46	154	1	1167
	30.7%	52.1%	3.9%	13.2%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	255	603	78	161	76	1173
	23.2%	55.0%	7.1%	14.7%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	300	566	117	185	7	1175
	25.7%	48.5%	10.0%	15.8%		
11. My work performance is evaluated fairly.	367	645	44	105	10	1171
	31.6%	55.6%	3.8%	9.0%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	138	450	262	320	3	1173
	11.8%	38.5%	22.4%	27.4%		
13. I am provided adequate work and storage space to prepare for and do my job.	337	635	61	140	2	1175
	28.7%	54.1%	5.2%	11.9%		
14. My administrators/supervisors respect the negotiated contracts.	490	585	18	74	4	1171
	42.0%	50.1%	1.5%	6.3%		
15. My planning time is respected by my school administrations/supervisors.	371	573	52	158	20	1174

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	301	526	107	182	54	1170
	27.0%	47.1%	9.6%	16.3%		
17. In my school, student misbehavior interferes with learning.	297	404	117	323	30	1171
	26.0%	35.4%	10.3%	28.3%		
18. Too much instructional time is spent administering assessments.	196	450	51	357	113	1167
	18.6%	42.7%	4.8%	33.9%		
19. HCPSS professional development experiences are meaningful and worthwhile.	75	529	181	372	14	1171
	6.5%	45.7%	15.6%	32.2%		
20. Increased workload has contributed to a decline in my morale.	340	461	57	288	26	1172
	29.7%	40.2%	5.0%	25.1%		
21. I am paid fairly.	57	499	223	391	1	1171
	4.9%	42.6%	19.1%	33.4%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	518	578	15	56	6	1173
	44.4%	49.5%	1.3%	4.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	195	813	17	112	31	1168
	17.2%	71.5%	1.5%	9.9%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	426	671	10	46	18	1171
	36.9%	58.2%	0.9%	4.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	224	687	40	193	24	1168
	19.6%	60.1%	3.5%	16.9%		
26. In my position, I receive appropriate and adequate support and training.	235	690	53	194	1	1173
	20.1%	58.9%	4.5%	16.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	34	110	616	356	57	1173
	3.0%	9.9%	55.2%	31.9%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	25	64	676	347	62	1174
	2.2%	5.8%	60.8%	31.2%		
29. In the last 12 months, I have experienced harassing behavior from parents.	64	179	440	442	50	1175
	5.7%	15.9%	39.1%	39.3%		
30. At my school I spend most of my PIP time on non-instructional activities.	49	258	162	509	179	1157
	5.0%	26.4%	16.6%	52.0%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	93	648	54	179	186	1160
	9.5%	66.5%	5.5%	18.4%		

## 2018-2019 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.	75	299	122	161	1	658
	11.4%	45.5%	18.6%	24.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	73	293	93	200		659
	11.1%	44.5%	14.1%	30.3%		
3. I personally feel successful in my work.	165	371	30	89	1	656
	25.2%	56.6%	4.6%	13.6%		
4. I feel involved in decision-making at my school/worksite.	101	255	103	185	11	655
	15.7%	39.6%	16.0%	28.7%		
5. I want to be involved in decision-making at my school/worksite.	194	375	13	59	13	654
	30.3%	58.5%	2.0%	9.2%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	138	279	74	160	6	657
	21.2%	42.9%	11.4%	24.6%		
7. In my school/worksite, I am treated as a professional.	213	320	38	84	3	658
	32.5%	48.9%	5.8%	12.8%		
8. There is good teamwork among staff in my school/worksite.	183	327	37	110	1	658
	27.9%	49.8%	5.6%	16.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	146	321	56	103	27	653
	23.3%	51.3%	8.9%	16.5%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	146	310	79	120	2	657
	22.3%	47.3%	12.1%	18.3%		
11. My work performance is evaluated fairly.	168	364	33	84	6	655
	25.9%	56.1%	5.1%	12.9%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	83	233	142	196	4	658
	12.7%	35.6%	21.7%	30.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	192	342	46	70	1	651
	29.5%	52.6%	7.1%	10.8%		
14. My administrators/supervisors respect the negotiated contracts.	252	342	17	41	5	657
	38.7%	52.5%	2.6%	6.3%		
15. My planning time is respected by my school administrations/supervisors.	220	301	34	84	14	653
	34.4%	47.1%	5.3%	13.1%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	109	272	107	147	15	650
	17.2%	42.8%	16.9%	23.1%		
17. In my school, student misbehavior interferes with learning.	219	222	74	135	8	658
	33.7%	34.2%	11.4%	20.8%		
18. Too much instructional time is spent administering assessments.	160	270	30	164	30	654
	25.6%	43.3%	4.8%	26.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	57	291	103	192	13	656
	8.9%	45.3%	16.0%	29.9%		
20. Increased workload has contributed to a decline in my morale.	164	268	50	162	15	659
	25.5%	41.6%	7.8%	25.2%		
21. I am paid fairly.	47	303	91	216	1	658
	7.2%	46.1%	13.9%	32.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	168	389	20	69	8	654
	26.0%	60.2%	3.1%	10.7%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	65	444	20	91	31	651
	10.5%	71.6%	3.2%	14.7%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	198	407	11	25	12	653
	30.9%	63.5%	1.7%	3.9%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	102	372	33	119	23	649
	16.3%	59.4%	5.3%	19.0%		
26. In my position, I receive appropriate and adequate support and training.	110	383	35	123	2	653
	16.9%	58.8%	5.4%	18.9%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	19	62	322	221	28	652
	3.0%	9.9%	51.6%	35.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	24	31	334	233	32	654
	3.9%	5.0%	53.7%	37.5%		
29. In the last 12 months, I have experienced harassing behavior from parents.	59	178	177	225	17	656
	9.2%	27.9%	27.7%	35.2%		
30. At my school I spend most of my PIP time on non-instructional activities.	48	177	83	279	64	651
	8.2%	30.2%	14.1%	47.5%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	126	370	34	62	57	649
	21.3%	62.5%	5.7%	10.5%		

## 2018-2019 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/worksites is good.	73	394	51	128		646
	11.3%	61.0%	7.9%	19.8%		
2. There is an atmosphere of open communication and trust in my school/worksites.	78	357	47	162	2	646
	12.1%	55.4%	7.3%	25.2%		
3. I personally feel successful in my work.	179	383	18	64		644
	27.8%	59.5%	2.8%	9.9%		
4. I feel involved in decision-making at my school/worksites.	71	286	75	197	14	643
	11.3%	45.5%	11.9%	31.3%		
5. I want to be involved in decision-making at my school/worksites.	153	393	11	70	19	646
	24.4%	62.7%	1.8%	11.2%		
6. In my school/worksites, I can speak openly about important issues without fear of repercussions.	125	315	56	140	7	643
	19.7%	49.5%	8.8%	22.0%		
7. In my school/worksites, I am treated as a professional.	203	342	31	67	1	644
	31.6%	53.2%	4.8%	10.4%		
8. There is good teamwork among staff in my school/worksites.	170	326	39	108	1	644
	26.4%	50.7%	6.1%	16.8%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksites.	149	344	36	92	22	643
	24.0%	55.4%	5.8%	14.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	163	342	49	91		645
	25.3%	53.0%	7.6%	14.1%		
11. My work performance is evaluated fairly.	163	374	34	68	4	643
	25.5%	58.5%	5.3%	10.6%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	83	222	146	189	5	645
	13.0%	34.7%	22.8%	29.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	198	352	26	69		645
	30.7%	54.6%	4.0%	10.7%		
14. My administrators/supervisors respect the negotiated contracts.	233	372	11	22	4	642
	36.5%	58.3%	1.7%	3.4%		
15. My planning time is respected by my school administrations/supervisors.	176	356	26	69	14	641
	28.1%	56.8%	4.1%	11.0%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	100	313	65	138	25	641
	16.2%	50.8%	10.6%	22.4%		
17. In my school, student misbehavior interferes with learning.	106	241	84	203	12	646
	16.7%	38.0%	13.2%	32.0%		
18. Too much instructional time is spent administering assessments.	282	236	13	92	21	644
	45.3%	37.9%	2.1%	14.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	28	217	176	212	8	641
	4.4%	34.3%	27.8%	33.5%		
20. Increased workload has contributed to a decline in my morale.	159	274	37	161	15	646
	25.2%	43.4%	5.9%	25.5%		
21. I am paid fairly.	34	301	108	200		643
	5.3%	46.8%	16.8%	31.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	149	386	23	77	8	643
	23.5%	60.8%	3.6%	12.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	70	446	19	80	23	638
	11.4%	72.5%	3.1%	13.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	219	364	14	32	15	644
	34.8%	57.9%	2.2%	5.1%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	93	353	50	128	19	643
	14.9%	56.6%	8.0%	20.5%		
26. In my position, I receive appropriate and adequate support and training.	100	385	33	118	4	640
	15.7%	60.5%	5.2%	18.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	32	52	322	205	35	646
	5.2%	8.5%	52.7%	33.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	21	41	332	215	37	646
	3.4%	6.7%	54.5%	35.3%		
29. In the last 12 months, I have experienced harassing behavior from parents.	78	154	186	204	23	645
	12.5%	24.8%	29.9%	32.8%		
30. At my school I spend most of my PIP time on non-instructional activities.	83	160	71	272	55	641
	14.2%	27.3%	12.1%	46.4%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	41	277	92	172	55	637
	7.0%	47.6%	15.8%	29.6%		



## 2018-2019 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.	62	170	40	57		329
	18.8%	51.7%	12.2%	17.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	50	168	32	80		330
	15.2%	50.9%	9.7%	24.2%		
3. I personally feel successful in my work.	95	206	8	21		330
	28.8%	62.4%	2.4%	6.4%		
4. I feel involved in decision-making at my school/worksite.	30	154	43	78	23	328
	9.8%	50.5%	14.1%	25.6%		
5. I want to be involved in decision-making at my school/worksite.	56	223	3	29	19	330
	18.0%	71.7%	1.0%	9.3%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	58	164	40	64	2	328
	17.8%	50.3%	12.3%	19.6%		
7. In my school/worksite, I am treated as a professional.	77	189	19	46		331
	23.3%	57.1%	5.7%	13.9%		
8. There is good teamwork among staff in my school/worksite.	92	175	9	53		329
	28.0%	53.2%	2.7%	16.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	40	161	40	68	20	329
	12.9%	52.1%	12.9%	22.0%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	67	192	25	42	3	329
	20.6%	58.9%	7.7%	12.9%		
11. My work performance is evaluated fairly.	104	185	5	27	8	329
	32.4%	57.6%	1.6%	8.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	51	174	23	58	22	328
	16.7%	56.9%	7.5%	19.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	74	211	9	29	3	326
	22.9%	65.3%	2.8%	9.0%		
14. My administrators/supervisors respect the negotiated contracts.	85	196	4	38	6	329
	26.3%	60.7%	1.2%	11.8%		
15. My planning time is respected by my school administrations/supervisors.	33	102	8	26	160	329
	19.5%	60.4%	4.7%	15.4%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	46	155	39	50	39	329
	15.9%	53.4%	13.4%	17.2%		
17. In my school, student misbehavior interferes with learning.	114	125	15	61	12	327
	36.2%	39.7%	4.8%	19.4%		
18. Too much instructional time is spent administering assessments.	60	129	5	67	64	325
	23.0%	49.4%	1.9%	25.7%		
19. HCPSS professional development experiences are meaningful and worthwhile.	17	151	47	93	19	327
	5.5%	49.0%	15.3%	30.2%		
20. Increased workload has contributed to a decline in my morale.	34	91	34	148	22	329
	11.1%	29.6%	11.1%	48.2%		
21. I am paid fairly.	4	85	103	132	1	325
	1.2%	26.2%	31.8%	40.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	132	175	2	18	3	330
	40.4%	53.5%	0.6%	5.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	49	230	7	37	3	326
	15.2%	71.2%	2.2%	11.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	102	198	6	22		328
	31.1%	60.4%	1.8%	6.7%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	30	185	19	67	26	327
	10.0%	61.5%	6.3%	22.3%		
26. In my position, I receive appropriate and adequate support and training.	30	218	14	63	2	327
	9.2%	67.1%	4.3%	19.4%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	10	24	156	123	9	322
	3.2%	7.7%	49.8%	39.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6	15	167	129	13	330
	1.9%	4.7%	52.7%	40.7%		
29. In the last 12 months, I have experienced harassing behavior from parents.	15	36	115	146	17	329
	4.8%	11.5%	36.9%	46.8%		
30. At my school I spend most of my PIP time on non-instructional activities.		14	6	35	271	326
	0.0%	25.5%	10.9%	63.6%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	41		14	265	326
	9.8%	67.2%	0.0%	23.0%		

## 2018-2019 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.	25	66	20	23	1	135
	18.7%	49.3%	14.9%	17.2%		
2. There is an atmosphere of open communication and trust in my school/worksite.	24	62	17	33		136
	17.6%	45.6%	12.5%	24.3%		
3. I personally feel successful in my work.	51	69	5	10		135
	37.8%	51.1%	3.7%	7.4%		
4. I feel involved in decision-making at my school/worksite.	17	49	21	37	12	136
	13.7%	39.5%	16.9%	29.8%		
5. I want to be involved in decision-making at my school/worksite.	25	81	3	13	13	135
	20.5%	66.4%	2.5%	10.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	67	17	25	3	136
	18.0%	50.4%	12.8%	18.8%		
7. In my school/worksite, I am treated as a professional.	35	72	13	14		134
	26.1%	53.7%	9.7%	10.4%		
8. There is good teamwork among staff in my school/worksite.	42	64	7	22		135
	31.1%	47.4%	5.2%	16.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	54	16	24	19	134
	18.3%	47.0%	13.9%	20.9%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	34	62	14	23	3	136
	25.6%	46.6%	10.5%	17.3%		
11. My work performance is evaluated fairly.	40	70	4	16	5	135
	30.8%	53.8%	3.1%	12.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	25	53	19	25	13	135
	20.5%	43.4%	15.6%	20.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	44	75	4	10	3	136
	33.1%	56.4%	3.0%	7.5%		
14. My administrators/supervisors respect the negotiated contracts.	49	70	3	10	3	135
	37.1%	53.0%	2.3%	7.6%		
15. My planning time is respected by my school administrations/supervisors.	16	23	7	11	79	136
	28.1%	40.4%	12.3%	19.3%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	14	56	17	26	22	135
	12.4%	49.6%	15.0%	23.0%		
17. In my school, student misbehavior interferes with learning.	48	43	12	18	13	134
	39.7%	35.5%	9.9%	14.9%		
18. Too much instructional time is spent administering assessments.	16	47	4	28	38	133
	16.8%	49.5%	4.2%	29.5%		
19. HCPSS professional development experiences are meaningful and worthwhile.	11	44	19	41	20	135
	9.6%	38.3%	16.5%	35.7%		
20. Increased workload has contributed to a decline in my morale.	7	27	27	52	22	135
	6.2%	23.9%	23.9%	46.0%		
21. I am paid fairly.	6	30	56	43		135
	4.4%	22.2%	41.5%	31.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	42	77	3	10	2	134
	31.8%	58.3%	2.3%	7.6%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	18	93	3	16	3	133
	13.8%	71.5%	2.3%	12.3%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	29	93	4	8		134
	21.6%	69.4%	3.0%	6.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	17	68	12	26	11	134
	13.8%	55.3%	9.8%	21.1%		
26. In my position, I receive appropriate and adequate support and training.	19	81	6	25	4	135
	14.5%	61.8%	4.6%	19.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	7	9	63	46	8	133
	5.6%	7.2%	50.4%	36.8%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	6	73	42	9	135
	4.0%	4.8%	57.9%	33.3%		
29. In the last 12 months, I have experienced harassing behavior from parents.	6	20	53	40	15	134
	5.0%	16.8%	44.5%	33.6%		
30. At my school I spend most of my PIP time on non-instructional activities.		4	3	8	120	135
	0.0%	26.7%	20.0%	53.3%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	13		5	111	134
	21.7%	56.5%	0.0%	21.7%		

## 2018-2019 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/worksites is good.	13	67	1	20		101
	12.9%	66.3%	1.0%	19.8%		
2. There is an atmosphere of open communication and trust in my school/worksites.	9	60	4	27	1	101
	9.0%	60.0%	4.0%	27.0%		
3. I personally feel successful in my work.	28	63	1	6	1	99
	28.6%	64.3%	1.0%	6.1%		
4. I feel involved in decision-making at my school/worksites.	8	39	8	34	11	100
	9.0%	43.8%	9.0%	38.2%		
5. I want to be involved in decision-making at my school/worksites.	15	60	1	11	12	99
	17.2%	69.0%	1.1%	12.6%		
6. In my school/worksites, I can speak openly about important issues without fear of repercussions.	12	50	8	29	2	101
	12.1%	50.5%	8.1%	29.3%		
7. In my school/worksites, I am treated as a professional.	24	59	4	12	1	100
	24.2%	59.6%	4.0%	12.1%		
8. There is good teamwork among staff in my school/worksites.	21	60	3	14	1	99
	21.4%	61.2%	3.1%	14.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksites.	10	40	4	11	35	100
	15.4%	61.5%	6.2%	16.9%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	17	64	7	13		101
	16.8%	63.4%	6.9%	12.9%		
11. My work performance is evaluated fairly.	22	58	3	14	3	100
	22.7%	59.8%	3.1%	14.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	14	49	7	13	17	100
	16.9%	59.0%	8.4%	15.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	17	71	2	6	5	101
	17.7%	74.0%	2.1%	6.3%		
14. My administrators/supervisors respect the negotiated contracts.	27	63	1	5	3	99
	28.1%	65.6%	1.0%	5.2%		
15. My planning time is respected by my school administrations/supervisors.	6	14	1	3	76	100
	25.0%	58.3%	4.2%	12.5%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	8	40	7	11	32	98
	12.1%	60.6%	10.6%	16.7%		
17. In my school, student misbehavior interferes with learning.	21	33	8	12	26	100
	28.4%	44.6%	10.8%	16.2%		
18. Too much instructional time is spent administering assessments.	18	33	4	10	35	100
	27.7%	50.8%	6.2%	15.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	11	29	17	28	17	102
	12.9%	34.1%	20.0%	32.9%		
20. Increased workload has contributed to a decline in my morale.	8	24	12	41	15	100
	9.4%	28.2%	14.1%	48.2%		
21. I am paid fairly.	1	21	35	42	1	100
	1.0%	21.2%	35.4%	42.4%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	65	3	6		101
	26.7%	64.4%	3.0%	5.9%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	12	72	3	13		100
	12.0%	72.0%	3.0%	13.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	27	62	3	7	2	101
	27.3%	62.6%	3.0%	7.1%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	54	6	24	4	100
	12.5%	56.3%	6.3%	25.0%		
26. In my position, I receive appropriate and adequate support and training.	9	55	7	27	2	100
	9.2%	56.1%	7.1%	27.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	6	46	43	3	100
	2.1%	6.2%	47.4%	44.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	4	44	45	4	100
	3.1%	4.2%	45.8%	46.9%		
29. In the last 12 months, I have experienced harassing behavior from parents.	4	10	34	43	8	99
	4.4%	11.0%	37.4%	47.3%		
30. At my school I spend most of my PIP time on non-instructional activities.			3	6	91	100
	0.0%	0.0%	33.3%	66.7%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	10	1	3	85	100
	6.7%	66.7%	6.7%	20.0%		

## 2018-2019 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	Yes					
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/worksites is good.	438	1550	365	594	2	2949
	14.9%	52.6%	12.4%	20.2%		
2. There is an atmosphere of open communication and trust in my school/worksites.	445	1454	302	744	5	2950
	15.1%	49.4%	10.3%	25.3%		
3. I personally feel successful in my work.	823	1686	111	324	2	2946
	28.0%	57.3%	3.8%	11.0%		
4. I feel involved in decision-making at my school/worksites.	442	1265	350	809	74	2940
	15.4%	44.1%	12.2%	28.2%		
5. I want to be involved in decision-making at my school/worksites.	860	1734	38	230	82	2944
	30.0%	60.6%	1.3%	8.0%		
6. In my school/worksites, I can speak openly about important issues without fear of repercussions.	623	1373	299	628	21	2944
	21.3%	47.0%	10.2%	21.5%		
7. In my school/worksites, I am treated as a professional.	960	1510	156	314	5	2945
	32.7%	51.4%	5.3%	10.7%		
8. There is good teamwork among staff in my school/worksites.	863	1494	140	439	3	2939
	29.4%	50.9%	4.8%	15.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksites.	606	1471	222	435	202	2936
	22.2%	53.8%	8.1%	15.9%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	718	1479	276	461	12	2946
	24.5%	50.4%	9.4%	15.7%		
11. My work performance is evaluated fairly.	847	1644	119	298	31	2939
	29.1%	56.5%	4.1%	10.2%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	395	1127	580	776	67	2945
	13.7%	39.2%	20.2%	27.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	850	1610	148	311	19	2938
	29.1%	55.2%	5.1%	10.7%		
14. My administrators/supervisors respect the negotiated contracts.	1124	1556	53	181	21	2935
	38.6%	53.4%	1.8%	6.2%		
15. My planning time is respected by my school administrations/supervisors.	804	1325	127	340	340	2936

## 2018-2019 HCEA Job Satisfaction Survey

	31.0%	51.0%	4.9%	13.1%		
16. In my school, administrators/supervisors support me in enforcing discipline.	559	1325	324	524	196	2928
	20.5%	48.5%	11.9%	19.2%		
17. In my school, student misbehavior interferes with learning.	792	1020	299	701	127	2939
	28.2%	36.3%	10.6%	24.9%		
18. Too much instructional time is spent administering assessments.	708	1110	103	690	315	2926
	27.1%	42.5%	3.9%	26.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	197	1237	514	905	80	2933
	6.9%	43.4%	18.0%	31.7%		
20. Increased workload has contributed to a decline in my morale.	676	1107	220	822	118	2943
	23.9%	39.2%	7.8%	29.1%		
21. I am paid fairly.	147	1197	586	1001	5	2936
	5.0%	40.8%	20.0%	34.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1014	1612	65	223	24	2938
	34.8%	55.3%	2.2%	7.7%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	408	2025	66	330	92	2921
	14.4%	71.6%	2.3%	11.7%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	1019	1722	43	118	35	2937
	35.1%	59.3%	1.5%	4.1%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	476	1665	159	528	96	2924
	16.8%	58.9%	5.6%	18.7%		
26. In my position, I receive appropriate and adequate support and training.	502	1751	143	522	14	2932
	17.2%	60.0%	4.9%	17.9%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	107	255	1464	958	144	2928
	3.8%	9.2%	52.6%	34.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	85	156	1559	984	159	2943
	3.1%	5.6%	56.0%	35.3%		
29. In the last 12 months, I have experienced harassing behavior from parents.	217	551	968	1065	141	2942
	7.7%	19.7%	34.6%	38.0%		
30. At my school I spend most of my PIP time on non-instructional activities.	171	597	316	1077	752	2913
	7.9%	27.6%	14.6%	49.8%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	270	1318	176	421	726	2911
	12.4%	60.3%	8.1%	19.3%		



## 2018-2019 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/worksites is good.	26	108	32	56		222
	11.7%	48.6%	14.4%	25.2%		
2. There is an atmosphere of open communication and trust in my school/worksites.	29	113	27	52		221
	13.1%	51.1%	12.2%	23.5%		
3. I personally feel successful in my work.	62	123	6	28	1	220
	28.3%	56.2%	2.7%	12.8%		
4. I feel involved in decision-making at my school/worksites.	24	94	31	59	11	219
	11.5%	45.2%	14.9%	28.4%		
5. I want to be involved in decision-making at my school/worksites.	49	142	2	19	9	221
	23.1%	67.0%	0.9%	9.0%		
6. In my school/worksites, I can speak openly about important issues without fear of repercussions.	43	108	23	45	3	222
	19.6%	49.3%	10.5%	20.5%		
7. In my school/worksites, I am treated as a professional.	61	122	11	27		221
	27.6%	55.2%	5.0%	12.2%		
8. There is good teamwork among staff in my school/worksites.	41	129	11	36	1	218
	18.9%	59.4%	5.1%	16.6%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksites.	35	99	16	37	33	220
	18.7%	52.9%	8.6%	19.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	39	112	25	40	5	221
	18.1%	51.9%	11.6%	18.5%		
11. My work performance is evaluated fairly.	63	112	11	26	7	219
	29.7%	52.8%	5.2%	12.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	30	106	30	45	8	219
	14.2%	50.2%	14.2%	21.3%		
13. I am provided adequate work and storage space to prepare for and do my job.	52	140	9	18	2	221
	23.7%	63.9%	4.1%	8.2%		
14. My administrators/supervisors respect the negotiated contracts.	71	127	4	15	5	222
	32.7%	58.5%	1.8%	6.9%		
15. My planning time is respected by my school administrations/supervisors.	52	84	5	17	63	221
	32.9%	53.2%	3.2%	10.8%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	38	72	23	46	40	219
	21.2%	40.2%	12.8%	25.7%		
17. In my school, student misbehavior interferes with learning.	52	68	21	56	25	222
	26.4%	34.5%	10.7%	28.4%		
18. Too much instructional time is spent administering assessments.	44	80	9	45	42	220
	24.7%	44.9%	5.1%	25.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	15	79	39	69	20	222
	7.4%	39.1%	19.3%	34.2%		
20. Increased workload has contributed to a decline in my morale.	42	72	20	74	14	222
	20.2%	34.6%	9.6%	35.6%		
21. I am paid fairly.	15	88	53	65		221
	6.8%	39.8%	24.0%	29.4%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	59	121	9	26	6	221
	27.4%	56.3%	4.2%	12.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	21	143	7	40	7	218
	10.0%	67.8%	3.3%	19.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	23	146	9	27	14	219
	11.2%	71.2%	4.4%	13.2%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	27	114	14	52	14	221
	13.0%	55.1%	6.8%	25.1%		
26. In my position, I receive appropriate and adequate support and training.	31	128	11	49	1	220
	14.2%	58.4%	5.0%	22.4%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	20	114	77	7	221
	1.4%	9.3%	53.3%	36.0%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	13	124	69	9	218
	1.4%	6.2%	59.3%	33.0%		
29. In the last 12 months, I have experienced harassing behavior from parents.	16	39	76	79	10	220
	7.6%	18.6%	36.2%	37.6%		
30. At my school I spend most of my PIP time on non-instructional activities.	11	27	19	59	105	221
	9.5%	23.3%	16.4%	50.9%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	18	69	7	21	104	219
	15.7%	60.0%	6.1%	18.3%		

## 2018-2019 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/worksites is good.	98	285	53	82	1	519
	18.9%	55.0%	10.2%	15.8%		
2. There is an atmosphere of open communication and trust in my school/worksites.	85	264	46	124	2	521
	16.4%	50.9%	8.9%	23.9%		
3. I personally feel successful in my work.	161	308	15	33	1	518
	31.1%	59.6%	2.9%	6.4%		
4. I feel involved in decision-making at my school/worksites.	60	220	66	136	38	520
	12.4%	45.6%	13.7%	28.2%		
5. I want to be involved in decision-making at my school/worksites.	101	327	5	48	38	519
	21.0%	68.0%	1.0%	10.0%		
6. In my school/worksites, I can speak openly about important issues without fear of repercussions.	95	251	59	109	5	519
	18.5%	48.8%	11.5%	21.2%		
7. In my school/worksites, I am treated as a professional.	136	288	35	60	1	520
	26.2%	55.5%	6.7%	11.6%		
8. There is good teamwork among staff in my school/worksites.	156	271	19	72	1	519
	30.1%	52.3%	3.7%	13.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksites.	69	231	54	88	76	518
	15.6%	52.3%	12.2%	19.9%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	117	293	38	67	4	519
	22.7%	56.9%	7.4%	13.0%		
11. My work performance is evaluated fairly.	161	280	14	53	11	519
	31.7%	55.1%	2.8%	10.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	86	245	47	88	53	519
	18.5%	52.6%	10.1%	18.9%		
13. I am provided adequate work and storage space to prepare for and do my job.	133	315	12	42	15	517
	26.5%	62.7%	2.4%	8.4%		
14. My administrators/supervisors respect the negotiated contracts.	162	294	7	45	9	517
	31.9%	57.9%	1.4%	8.9%		
15. My planning time is respected by my school administrations/supervisors.	52	126	17	32	292	519
	22.9%	55.5%	7.5%	14.1%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	67	234	55	74	88	518
	15.6%	54.4%	12.8%	17.2%		
17. In my school, student misbehavior interferes with learning.	168	179	31	81	56	515
	36.6%	39.0%	6.8%	17.6%		
18. Too much instructional time is spent administering assessments.	84	181	11	98	137	511
	22.5%	48.4%	2.9%	26.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	43	214	71	145	44	517
	9.1%	45.2%	15.0%	30.7%		
20. Increased workload has contributed to a decline in my morale.	42	128	68	219	60	517
	9.2%	28.0%	14.9%	47.9%		
21. I am paid fairly.	13	119	179	201	3	515
	2.5%	23.2%	35.0%	39.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	192	282	8	30	6	518
	37.5%	55.1%	1.6%	5.9%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	80	357	14	54	8	513
	15.8%	70.7%	2.8%	10.7%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	163	315	13	25	2	518
	31.6%	61.0%	2.5%	4.8%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	61	279	36	103	36	515
	12.7%	58.2%	7.5%	21.5%		
26. In my position, I receive appropriate and adequate support and training.	63	317	26	105	7	518
	12.3%	62.0%	5.1%	20.5%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	20	35	247	187	20	509
	4.1%	7.2%	50.5%	38.2%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13	22	265	195	26	521
	2.6%	4.4%	53.5%	39.4%		
29. In the last 12 months, I have experienced harassing behavior from parents.	20	55	192	204	45	516
	4.2%	11.7%	40.8%	43.3%		
30. At my school I spend most of my PIP time on non-instructional activities.		16	12	44	442	514
	0.0%	22.2%	16.7%	61.1%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	15	58	2	18	420	513
	16.1%	62.4%	2.2%	19.4%		

## 2018-2019 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.	11	34	13	25		83
	13.3%	41.0%	15.7%	30.1%		
2. There is an atmosphere of open communication and trust in my school/worksite.	10	36	9	28		83
	12.0%	43.4%	10.8%	33.7%		
3. I personally feel successful in my work.	25	49		9		83
	30.1%	59.0%	0.0%	10.8%		
4. I feel involved in decision-making at my school/worksite.	4	37	7	25	8	81
	5.5%	50.7%	9.6%	34.2%		
5. I want to be involved in decision-making at my school/worksite.	4	63	2	6	7	82
	5.3%	84.0%	2.7%	8.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	43	9	20	2	83
	11.1%	53.1%	11.1%	24.7%		
7. In my school/worksite, I am treated as a professional.	14	51	2	15		82
	17.1%	62.2%	2.4%	18.3%		
8. There is good teamwork among staff in my school/worksite.	10	47	4	20		81
	12.3%	58.0%	4.9%	24.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	31	10	20	16	82
	7.6%	47.0%	15.2%	30.3%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	40	11	17	3	83
	15.0%	50.0%	13.8%	21.3%		
11. My work performance is evaluated fairly.	19	47	3	7	6	82
	25.0%	61.8%	3.9%	9.2%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	14	46	5	9	7	81
	18.9%	62.2%	6.8%	12.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	14	60	3	4	2	83
	17.3%	74.1%	3.7%	4.9%		
14. My administrators/supervisors respect the negotiated contracts.	15	52	2	10	4	83
	19.0%	65.8%	2.5%	12.7%		
15. My planning time is respected by my school administrations/supervisors.	9	19	1	9	44	82
	23.7%	50.0%	2.6%	23.7%		

## 2018-2019 HCEA Job Satisfaction Survey

16. In my school, administrators/supervisors support me in enforcing discipline.	5	24	9	17	26	81
	9.1%	43.6%	16.4%	30.9%		
17. In my school, student misbehavior interferes with learning.	24	25	5	12	17	83
	36.4%	37.9%	7.6%	18.2%		
18. Too much instructional time is spent administering assessments.	12	32	4	11	23	82
	20.3%	54.2%	6.8%	18.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	4	24	14	25	16	83
	6.0%	35.8%	20.9%	37.3%		
20. Increased workload has contributed to a decline in my morale.	8	20	13	35	7	83
	10.5%	26.3%	17.1%	46.1%		
21. I am paid fairly.	2	25	26	29		82
	2.4%	30.5%	31.7%	35.4%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	19	52	2	9	1	83
	23.2%	63.4%	2.4%	11.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	57	2	17	1	82
	6.2%	70.4%	2.5%	21.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	61	2	13	1	82
	6.2%	75.3%	2.5%	16.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	46	6	20	6	83
	6.5%	59.7%	7.8%	26.0%		
26. In my position, I receive appropriate and adequate support and training.	5	52	3	20	1	81
	6.3%	65.0%	3.8%	25.0%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	8	34	37	2	82
	1.3%	10.0%	42.5%	46.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	5	37	35	3	81
	1.3%	6.4%	47.4%	44.9%		
29. In the last 12 months, I have experienced harassing behavior from parents.	5	12	23	36	6	82
	6.6%	15.8%	30.3%	47.4%		
30. At my school I spend most of my PIP time on non-instructional activities.		2		7	74	83
	0.0%	22.2%	0.0%	77.8%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		8		4	71	83
	0.0%	66.7%	0.0%	33.3%		