

2020-2021 HCEA Job Satisfaction Survey

Level	(All)					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	(All)					
Work in Special Ed	(All)					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	406	1387	195	549	94	2631
	16.0%	54.7%	7.7%	21.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	657	1363	140	450	23	2633
	25.2%	52.2%	5.4%	17.2%		
3. I personally feel successful in my work.	596	1538	68	429	5	
	22.7%	58.5%	2.6%	16.3%		
4. I feel involved in decision-making at my school/worksite.	386	1172	253	707	116	2634
	15.3%	46.5%	10.0%	28.1%		
5. I want to be involved in decision-making at my school/worksite.	651	1600	16	220	146	2633
	26.2%	64.3%	0.6%	8.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	687	1228	178	512	29	2634
	26.4%	47.1%	6.8%	19.7%		
7. In my school/worksite, I am treated as a professional.	999	1361	48	225	7	2640
	37.9%	51.7%	1.8%	8.5%		
8. There is good teamwork among staff in my school/worksite.	980	1379	49	215	14	2637
	37.4%	52.6%	1.9%	8.2%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	372	1290	127	395	449	2633
	17.0%	59.1%	5.8%	18.1%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	560	1291	89	321	368	2629
	24.8%	57.1%	3.9%	14.2%		
11. My work performance is evaluated fairly.	754	1425	83	283	79	2624
	29.6%	56.0%	3.3%	11.1%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	343	1035	495	707	55	2635
	13.3%	40.1%	19.2%	27.4%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	287	550	41	93	1618	2589
	29.6%	56.6%	4.2%	9.6%		
14. My administrators/supervisors respect the negotiated contracts.	932	1447	28	187	33	2627
	35.9%	55.8%	1.1%	7.2%		
15. My planning time is respected by my school administrations/supervisors.	718	1275	68	204	365	2630
	31.7%	56.3%	3.0%	9.0%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	542	1306	59	251	467	2625
	25.1%	60.5%	2.7%	11.6%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	166	640	364	997	463	2630
	7.7%	29.5%	16.8%	46.0%		
18. Too much instructional time is spent administering assessments.	285	721	87	910	628	2631
	14.2%	36.0%	4.3%	45.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	128	1077	431	889	103	2628
	5.1%	42.7%	17.1%	35.2%		
20. Increased workload has contributed to a decline in my morale.	834	984	105	598	111	2632
	33.1%	39.0%	4.2%	23.7%		
21. I am paid fairly.	104	963	593	963	5	2628
	4.0%	36.7%	22.6%	36.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	359	1387	245	608	19	2618
	13.8%	53.4%	9.4%	23.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	107	1206	345	910	37	2605
	4.2%	47.0%	13.4%	35.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	1018	1325	81	172	33	2629
	39.2%	51.0%	3.1%	6.6%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	348	1476	131	439	240	2634
	14.5%	61.7%	5.5%	18.3%		
26. In my position, I receive appropriate and adequate support and training.	409	1620	96	497	14	2636
	15.6%	61.8%	3.7%	19.0%		
27. During this current school year, I have experienced harassing behavior from colleagues.	31	134	1621	773	79	2638
	1.2%	5.2%	63.3%	30.2%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	28	96	1676	776	61	2637
	1.1%	3.7%	65.1%	30.1%		
29. During this current school year, I have experienced harassing behavior from parents.	117	376	1048	967	130	2638
	4.7%	15.0%	41.8%	38.6%		
30. At my school I spend most of my PIP time on non-instructional activities.	134	506	200	973	799	2612
	7.4%	27.9%	11.0%	53.7%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	289	1268	57	253	752	2619
	15.5%	67.9%	3.1%	13.6%		
32. In my school, I spend too much time in meetings.	340	778	116	1225	178	2637
	13.8%	31.6%	4.7%	49.8%		
33. In my school, there is adequate support for special education students.	248	992	308	798	283	2629
	10.6%	42.3%	13.1%	34.0%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	891	1415	52	184	82	2624
	35.1%	55.7%	2.0%	7.2%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	794	1323	120	337	47	2621
	30.8%	51.4%	4.7%	13.1%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	394	1545	92	485	116	2632
	15.7%	61.4%	3.7%	19.3%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	332	1464	167	583	83	2629
	13.0%	57.5%	6.6%	22.9%		
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	471	1724	73	294	67	2629
	18.4%	67.3%	2.8%	11.5%		

2020-2021 HCEA Job Satisfaction Survey

39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	228	876	201	1229	94	2628
	9.0%	34.6%	7.9%	48.5%		
40. In my class, I feel that students are engaged in virtual learning	204	1315	162	578	368	2627
	9.0%	58.2%	7.2%	25.6%		
41. Student behavior online is disruptive to learning.	59	370	670	1183	344	2626
	2.6%	16.2%	29.4%	51.8%		
42. I am worried that students who are online are not actively engaged in class.	744	1085	65	483	251	2628
	31.3%	45.6%	2.7%	20.3%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	305	1097	283	540	401	2626
	13.7%	49.3%	12.7%	24.3%		
44. I feel that I have the curricular resources and support I need to do my job this year.	312	1337	164	508	307	2628
	13.4%	57.6%	7.1%	21.9%		

2020-2021 HCEA Job Satisfaction Survey

Level	(All)					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	Certificated					
Work in Special Ed	(All)					
Year started in HCPSS	1st year teaching in HCPSS					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	17	27		9	1	54
	32.1%	50.9%	0.0%	17.0%		
2. There is an atmosphere of open communication and trust in my school/worksite.	20	29		4	1	54
	37.7%	54.7%	0.0%	7.5%		
3. I personally feel successful in my work.	10	34	3	7		54
	18.5%	63.0%	5.6%	13.0%		
4. I feel involved in decision-making at my school/worksite.	6	31	2	10	5	54
	12.2%	63.3%	4.1%	20.4%		
5. I want to be involved in decision-making at my school/worksite.	12	35		3	4	54
	24.0%	70.0%	0.0%	6.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	30		7	1	54
	30.2%	56.6%	0.0%	13.2%		
7. In my school/worksite, I am treated as a professional.	29	25				54
	53.7%	46.3%	0.0%	0.0%		
8. There is good teamwork among staff in my school/worksite.	21	32		1		54
	38.9%	59.3%	0.0%	1.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	26	2	3	13	53
	22.5%	65.0%	5.0%	7.5%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	11	25	1	4	13	54
	26.8%	61.0%	2.4%	9.8%		

2020-2021 HCEA Job Satisfaction Survey

11. My work performance is evaluated fairly.	24	24	1	3	2	54
	46.2%	46.2%	1.9%	5.8%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	13	14	12	15		54
	24.1%	25.9%	22.2%	27.8%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	7	9			38	54
	43.8%	56.3%	0.0%	0.0%		
14. My administrators/supervisors respect the negotiated contracts.	18	32		3	1	54
	34.0%	60.4%	0.0%	5.7%		
15. My planning time is respected by my school administrations/supervisors.	16	27	3	4	4	54
	32.0%	54.0%	6.0%	8.0%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	14	29			11	54
	32.6%	67.4%	0.0%	0.0%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	10	5	25	11	54
	7.0%	23.3%	11.6%	58.1%		
18. Too much instructional time is spent administering assessments.	2	5	4	30	13	54
	4.9%	12.2%	9.8%	73.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	5	32	4	13		54
	9.3%	59.3%	7.4%	24.1%		
20. Increased workload has contributed to a decline in my morale.	18	16	4	12	4	54
	36.0%	32.0%	8.0%	24.0%		
21. I am paid fairly.	5	20	9	20		54
	9.3%	37.0%	16.7%	37.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	34	2	5		54
	24.1%	63.0%	3.7%	9.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	31	4	8	2	54
	17.3%	59.6%	7.7%	15.4%		

2020-2021 HCEA Job Satisfaction Survey

24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	34	1		3	54
	31.4%	66.7%	2.0%	0.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	33		5	3	53
	24.0%	66.0%	0.0%	10.0%		
26. In my position, I receive appropriate and adequate support and training.	18	21	1	14		54
	33.3%	38.9%	1.9%	25.9%		
27. During this current school year, I have experienced harassing behavior from colleagues.		1	43	10		54
	0.0%	1.9%	79.6%	18.5%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			45	9		54
	0.0%	0.0%	83.3%	16.7%		
29. During this current school year, I have experienced harassing behavior from parents.	2	7	25	19		53
	3.8%	13.2%	47.2%	35.8%		
30. At my school I spend most of my PIP time on non-instructional activities.	4	8	7	20	14	53
	10.3%	20.5%	17.9%	51.3%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	29	2	2	14	53
	15.4%	74.4%	5.1%	5.1%		
32. In my school, I spend too much time in meetings.	11	8	2	31	2	54
	21.2%	15.4%	3.8%	59.6%		
33. In my school, there is adequate support for special education students.	10	29	1	10	4	54
	20.0%	58.0%	2.0%	20.0%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	20	27		4	2	53
	39.2%	52.9%	0.0%	7.8%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	17	28	1	7		53
	32.1%	52.8%	1.9%	13.2%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	12	30	1	8	2	53
	23.5%	58.8%	2.0%	15.7%		

2020-2021 HCEA Job Satisfaction Survey

37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	9	35	1	8		53
	17.0%	66.0%	1.9%	15.1%		
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	13	34	1	5		53
	24.5%	64.2%	1.9%	9.4%		
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	7	16	4	24	1	52
	13.7%	31.4%	7.8%	47.1%		
40. In my class, I feel that students are engaged in virtual learning	9	23	2	11	8	53
	20.0%	51.1%	4.4%	24.4%		
41. Student behavior online is disruptive to learning.	2	10	11	23	7	53
	4.3%	21.7%	23.9%	50.0%		
42. I am worried that students who are online are not actively engaged in class.	13	21	2	12	5	53
	27.1%	43.8%	4.2%	25.0%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	2	21	9	11	10	53
	4.7%	48.8%	20.9%	25.6%		
44. I feel that I have the curricular resources and support I need to do my job this year.	8	31	2	9	4	54
	16.0%	62.0%	4.0%	18.0%		

2020-2021 HCEA Job Satisfaction Survey

Level	(All)					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	Certificated					
Work in Special ED	(All)					
Year started in HCPSS	3rd year teaching in HCPSS					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	19	53	5	9	2	88
	22.1%	61.6%	5.8%	10.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	25	44	5	15		89
	28.1%	49.4%	5.6%	16.9%		
3. I personally feel successful in my work.	18	59	3	9		89
	20.2%	66.3%	3.4%	10.1%		
4. I feel involved in decision-making at my school/worksite.	12	37	9	30	1	89
	13.6%	42.0%	10.2%	34.1%		
5. I want to be involved in decision-making at my school/worksite.	21	53		12	3	89
	24.4%	61.6%	0.0%	14.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	43	3	21		89
	24.7%	48.3%	3.4%	23.6%		
7. In my school/worksite, I am treated as a professional.	40	45	1	3		89
	44.9%	50.6%	1.1%	3.4%		
8. There is good teamwork among staff in my school/worksite.	36	45		8		89
	40.4%	50.6%	0.0%	9.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	19	41	6	10	13	89
	25.0%	53.9%	7.9%	13.2%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	24	38	5	10	12	89
	31.2%	49.4%	6.5%	13.0%		
11. My work performance is evaluated fairly.	29	45	1	8	5	88
	34.9%	54.2%	1.2%	9.6%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	36	24	19		89
	11.2%	40.4%	27.0%	21.3%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	13	13	1	4	56	87
	41.9%	41.9%	3.2%	12.9%		
14. My administrators/supervisors respect the negotiated contracts.	35	46		7	1	89
	39.8%	52.3%	0.0%	8.0%		
15. My planning time is respected by my school administrations/supervisors.	24	51	6	8		89
	27.0%	57.3%	6.7%	9.0%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	24	50		8	7	89
	29.3%	61.0%	0.0%	9.8%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	4	26	13	38	8	89
	4.9%	32.1%	16.0%	46.9%		
18. Too much instructional time is spent administering assessments.	10	22	4	41	12	89
	13.0%	28.6%	5.2%	53.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	5	40	14	29	1	89
	5.7%	45.5%	15.9%	33.0%		
20. Increased workload has contributed to a decline in my morale.	37	37	1	14		89
	41.6%	41.6%	1.1%	15.7%		
21. I am paid fairly.	5	29	23	32		89
	5.6%	32.6%	25.8%	36.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	19	49	3	18		89
	21.3%	55.1%	3.4%	20.2%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	47	9	31	1	89
	1.1%	53.4%	10.2%	35.2%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	43	41		5		89
	48.3%	46.1%	0.0%	5.6%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	55	4	18	1	89
	12.5%	62.5%	4.5%	20.5%		
26. In my position, I receive appropriate and adequate support and training.	13	59	1	16		89
	14.6%	66.3%	1.1%	18.0%		
27. During this current school year, I have experienced harassing behavior from colleagues.		2	67	19	1	89
	0.0%	2.3%	76.1%	21.6%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	66	21	1	89
	0.0%	1.1%	75.0%	23.9%		
29. During this current school year, I have experienced harassing behavior from parents.	4	12	37	35	1	89
	4.5%	13.6%	42.0%	39.8%		
30. At my school I spend most of my PIP time on non-instructional activities.	3	17	9	44	15	88
	4.1%	23.3%	12.3%	60.3%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	14	56	3	9	7	89
	17.1%	68.3%	3.7%	11.0%		
32. In my school, I spend too much time in meetings.	9	30	4	46		89
	10.1%	33.7%	4.5%	51.7%		
33. In my school, there is adequate support for special education students.	6	36	9	33	5	89
	7.1%	42.9%	10.7%	39.3%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	38	41	1	7	2	89
	43.7%	47.1%	1.1%	8.0%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	30	43	4	12		89
	33.7%	48.3%	4.5%	13.5%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	9	56	5	19		89
	10.1%	62.9%	5.6%	21.3%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	10	53	6	20		89
	11.2%	59.6%	6.7%	22.5%		

2020-2021 HCEA Job Satisfaction Survey

38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	20	55	5	9		89
	22.5%	61.8%	5.6%	10.1%		
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	6	29	7	45	2	89
	6.9%	33.3%	8.0%	51.7%		
40. In my class, I feel that students are engaged in virtual learning	6	48	3	27	5	89
	7.1%	57.1%	3.6%	32.1%		
41. Student behavior online is disruptive to learning.	2	24	24	36	3	89
	2.3%	27.9%	27.9%	41.9%		
42. I am worried that students who are online are not actively engaged in class.	41	33	1	13	1	89
	46.6%	37.5%	1.1%	14.8%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	11	41	12	22	3	89
	12.8%	47.7%	14.0%	25.6%		
44. I feel that I have the curricular resources and support I need to do my job this year.	7	47	8	25	2	89
	8.0%	54%	9.2%	28.7%		

2020-2021 HCEA Job Satisfaction Survey

Level	(All)					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	Certificated					
Work in Special ED	(All)					
Year started in HCPSS	5th year teaching in HCPSS					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	10	57	7	31		105
	9.5%	54.3%	6.7%	29.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	20	57	3	24		104
	19.2%	54.8%	2.9%	23.1%		
3. I personally feel successful in my work.	20	59	7	19		105
	19.0%	56.2%	6.7%	18.1%		
4. I feel involved in decision-making at my school/worksite.	14	50	11	29	1	105
	13.5%	48.1%	10.6%	27.9%		
5. I want to be involved in decision-making at my school/worksite.	29	63		12	1	105
	27.9%	60.6%	0.0%	11.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	29	44	9	22	1	105
	27.9%	42.3%	8.7%	21.2%		
7. In my school/worksite, I am treated as a professional.	40	55		10		105
	38.1%	52.4%	0.0%	9.5%		
8. There is good teamwork among staff in my school/worksite.	41	50	4	10		105
	39.0%	47.6%	3.8%	9.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	56	3	22	12	105
	12.9%	60.2%	3.2%	23.7%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	19	45	2	18	21	105
	22.6%	53.6%	2.4%	21.4%		
11. My work performance is evaluated fairly.	25	69	1	5	4	104
	25.0%	69.0%	1.0%	5.0%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	40	23	31	1	105
	9.6%	38.5%	22.1%	29.8%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	6	19	1	3	76	105
	20.7%	65.5%	3.4%	10.3%		
14. My administrators/supervisors respect the negotiated contracts.	32	61	1	10		104
	30.8%	58.7%	1.0%	9.6%		
15. My planning time is respected by my school administrations/supervisors.	28	60	1	11	4	104
	28.0%	60.0%	1.0%	11.0%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	18	60	3	17	7	105
	18.4%	61.2%	3.1%	17.3%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	2	28	16	50	9	105
	2.1%	29.2%	16.7%	52.1%		
18. Too much instructional time is spent administering assessments.	12	38	3	40	12	105
	12.9%	40.9%	3.2%	43.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	3	42	18	41		104
	2.9%	40.4%	17.3%	39.4%		
20. Increased workload has contributed to a decline in my morale.	52	37	1	12	1	103
	51.0%	36.3%	1.0%	11.8%		
21. I am paid fairly.	4	30	29	40	1	104
	3.9%	29.1%	28.2%	38.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	57	6	26		102
	12.7%	55.9%	5.9%	25.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	52	10	40	1	104
	1.0%	50.5%	9.7%	38.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	44	51	1	8	1	105
	42.3%	49.0%	1.0%	7.7%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	13	64	3	22	2	104
	12.7%	62.7%	2.9%	21.6%		
26. In my position, I receive appropriate and adequate support and training.	16	58	4	27		105
	15.2%	55.2%	3.8%	25.7%		
27. During this current school year, I have experienced harassing behavior from colleagues.		4	67	33		104
	0.0%	3.8%	64.4%	31.7%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	69	34	1	105
	0.0%	1.0%	66.3%	32.7%		
29. During this current school year, I have experienced harassing behavior from parents.	8	16	38	43		105
	7.6%	15.2%	36.2%	41.0%		
30. At my school I spend most of my PIP time on non-instructional activities.	3	34	8	41	18	104
	3.5%	39.5%	9.3%	47.7%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	13	64	2	14	10	103
	14.0%	68.8%	2.2%	15.1%		
32. In my school, I spend too much time in meetings.	15	39	2	47	1	104
	14.6%	37.9%	1.9%	45.6%		
33. In my school, there is adequate support for special education students.	7	38	10	44	5	104
	7.1%	38.4%	10.1%	44.4%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	30	64	2	7	2	105
	29.1%	62.1%	1.9%	6.8%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	25	56	8	16		105
	23.8%	53.3%	7.6%	15.2%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	8	62	5	29	1	105
	7.7%	59.6%	4.8%	27.9%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	8	63	5	28	1	105
	7.7%	60.6%	4.8%	26.9%		

2020-2021 HCEA Job Satisfaction Survey

38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	13	75	2	14	1	105
	12.5%	72.1%	1.9%	13.5%		
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	7	38	5	52	3	105
	6.9%	37.3%	4.9%	51.0%		
40. In my class, I feel that students are engaged in virtual learning	8	51	13	26	7	105
	8.2%	52.0%	13.3%	26.5%		
41. Student behavior online is disruptive to learning.	1	16	32	51	5	105
	1.0%	16.0%	32.0%	51.0%		
42. I am worried that students who are online are not actively engaged in class.	39	48	1	15	2	105
	37.9%	46.6%	1.0%	14.6%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	12	42	15	29	7	105
	12.2%	42.9%	15.3%	29.6%		
44. I feel that I have the curricular resources and support I need to do my job this year.	13	52	10	28	1	104
	12.6%	50.5%	9.7%	27.2%		

2020-2021 HCEA Job Satisfaction Survey

Level	(All)					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	Certificated					
Work in Special ED	(All)					
Year started in HCPSS	10th year teaching in HCPSS					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	7	33	10	16	2	68
	10.6%	50.0%	15.2%	24.2%		
2. There is an atmosphere of open communication and trust in my school/worksite.	18	26	7	16		67
	26.9%	38.8%	10.4%	23.9%		
3. I personally feel successful in my work.	19	31	3	15		68
	27.9%	45.6%	4.4%	22.1%		
4. I feel involved in decision-making at my school/worksite.	12	28	11	15	2	68
	18.2%	42.4%	16.7%	22.7%		
5. I want to be involved in decision-making at my school/worksite.	23	36	1	4	4	68
	35.9%	56.3%	1.6%	6.3%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	24	9	13		68
	32.4%	35.3%	13.2%	19.1%		
7. In my school/worksite, I am treated as a professional.	28	25	7	8		68
	41.2%	36.8%	10.3%	11.8%		
8. There is good teamwork among staff in my school/worksite.	25	33	6	4		68
	36.8%	48.5%	8.8%	5.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	32	4	12	9	68
	18.6%	54.2%	6.8%	20.3%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	16	24	4	15	8	67
	27.1%	40.7%	6.8%	25.4%		
11. My work performance is evaluated fairly.	19	30	6	11	1	67
	28.8%	45.5%	9.1%	16.7%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	18	14	26		68
	14.7%	26.5%	20.6%	38.2%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	5	14	2	6	41	68
	18.5%	51.9%	7.4%	22.2%		
14. My administrators/supervisors respect the negotiated contracts.	25	32	3	7		67
	37.3%	47.8%	4.5%	10.4%		
15. My planning time is respected by my school administrations/supervisors.	21	32	5	9		67
	31.3%	47.8%	7.5%	13.4%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	14	32	5	12	5	68
	22.2%	50.8%	7.9%	19.0%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	4	16	11	35	2	68
	6.1%	24.2%	16.7%	53.0%		
18. Too much instructional time is spent administering assessments.	9	28	3	23	5	68
	14.3%	44.4%	4.8%	36.5%		
19. HCPSS professional development experiences are meaningful and worthwhile.	2	17	12	36		67
	3.0%	25.4%	17.9%	53.7%		
20. Increased workload has contributed to a decline in my morale.	33	23	1	10	1	68
	49.3%	34.3%	1.5%	14.9%		
21. I am paid fairly.		25	20	23		68
	0.0%	36.8%	29.4%	33.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	38	10	13		67
	9.0%	56.7%	14.9%	19.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	23	13	26	1	66
	4.6%	35.4%	20.0%	40.0%		

2020-2021 HCEA Job Satisfaction Survey

24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	31	6	4		67
	38.8%	46.3%	9.0%	6.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	30	6	15	7	68
	16.4%	49.2%	9.8%	24.6%		
26. In my position, I receive appropriate and adequate support and training.	8	41	1	17	1	68
	11.9%	61.2%	1.5%	25.4%		
27. During this current school year, I have experienced harassing behavior from colleagues.		6	37	24	1	68
	0.0%	9.0%	55.2%	35.8%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	5	35	24	2	68
	3.0%	7.6%	53.0%	36.4%		
29. During this current school year, I have experienced harassing behavior from parents.	3	12	26	27		68
	4.4%	17.6%	38.2%	39.7%		
30. At my school I spend most of my PIP time on non-instructional activities.	6	14	6	34	8	68
	10.0%	23.3%	10.0%	56.7%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	13	36	2	12	4	67
	20.6%	57.1%	3.2%	19.0%		
32. In my school, I spend too much time in meetings.	11	21	2	33		67
	16.4%	31.3%	3.0%	49.3%		
33. In my school, there is adequate support for special education students.	4	22	18	20	2	66
	6.3%	34.4%	28.1%	31.3%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	25	32	5	4	2	68
	37.9%	48.5%	7.6%	6.1%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	22	30	9	7		68
	32.4%	44.1%	13.2%	10.3%		

2020-2021 HCEA Job Satisfaction Survey

36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	8	39	6	15		68
	11.8%	57.4%	8.8%	22.1%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	10	36	4	18		68
	14.7%	52.9%	5.9%	26.5%		
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	11	45	2	10		68
	16.2%	66.2%	2.9%	14.7%		
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	6	33	2	27		68
	8.8%	48.5%	2.9%	39.7%		
40. In my class, I feel that students are engaged in virtual learning	1	34	7	23	2	67
	1.5%	52.3%	10.8%	35.4%		
41. Student behavior online is disruptive to learning.		11	25	31	1	68
	0.0%	16.4%	37.3%	46.3%		
42. I am worried that students who are online are not actively engaged in class.	20	36		11	1	68
	29.9%	53.7%	0.0%	16.4%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	32	10	18	3	68
	7.7%	49.2%	15.4%	27.7%		
44. I feel that I have the curricular resources and support I need to do my job this year.	11	34	6	17		68
	16.2%	50.0%	8.8%	25.0%		

2020-2021 HCEA Job Satisfaction Survey

Level	(All)					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	Certificated					
Work in Special ED	(All)					
Year started in HCPSS	20 plus teaching in HCPSS					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	48	214	44	105	22	433
	11.7%	52.1%	10.7%	25.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	102	241	25	63	3	434
	23.7%	55.9%	5.8%	14.6%		
3. I personally feel successful in my work.	95	228	11	97	2	433
	22.0%	52.9%	2.6%	22.5%		
4. I feel involved in decision-making at my school/worksite.	69	192	44	112	15	432
	16.5%	46.0%	10.6%	26.9%		
5. I want to be involved in decision-making at my school/worksite.	114	262	6	33	19	434
	27.5%	63.1%	1.4%	8.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	119	210	21	79	5	434
	27.7%	49.0%	4.9%	18.4%		
7. In my school/worksite, I am treated as a professional.	169	223	8	32	2	434
	39.1%	51.6%	1.9%	7.4%		
8. There is good teamwork among staff in my school/worksite.	173	214	6	37	3	433
	40.2%	49.8%	1.4%	8.6%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	69	220	18	47	81	435
	19.5%	62.1%	5.1%	13.3%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	99	220	12	50	50	431
	26.0%	57.7%	3.1%	13.1%		
11. My work performance is evaluated fairly.	115	222	22	61	8	428
	27.4%	52.9%	5.2%	14.5%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	48	141	110	130	1	430
	11.2%	32.9%	25.6%	30.3%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	50	93	7	13	259	422
	30.7%	57.1%	4.3%	8.0%		
14. My administrators/supervisors respect the negotiated contracts.	168	236	5	21	2	432
	39.1%	54.9%	1.2%	4.9%		
15. My planning time is respected by my school administrations/supervisors.	145	232	9	28	15	429
	35.0%	56.0%	2.2%	6.8%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	97	233	6	39	54	429
	25.9%	62.1%	1.6%	10.4%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	20	85	79	202	45	431
	5.2%	22.0%	20.5%	52.3%		
18. Too much instructional time is spent administering assessments.	68	141	11	154	59	433
	18.2%	37.7%	2.9%	41.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	19	160	82	168	2	431
	4.4%	37.3%	19.1%	39.2%		
20. Increased workload has contributed to a decline in my morale.	174	175	20	60	5	434
	40.6%	40.8%	4.7%	14.0%		
21. I am paid fairly.	23	171	91	148	1	434
	5.3%	39.5%	21.0%	34.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	49	202	48	131		430
	11.4%	47.0%	11.2%	30.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	162	72	182	2	424
	1.4%	38.4%	17.1%	43.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	191	188	16	34	2	431
	44.5%	43.8%	3.7%	7.9%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	39	251	31	77	36	434
	9.8%	63.1%	7.8%	19.3%		
26. In my position, I receive appropriate and adequate support and training.	61	286	17	66		430
	14.2%	66.5%	4.0%	15.3%		
27. During this current school year, I have experienced harassing behavior from colleagues.	8	21	260	136	9	434
	1.9%	4.9%	61.2%	32.0%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	12	273	135	9	434
	1.2%	2.8%	64.2%	31.8%		
29. During this current school year, I have experienced harassing behavior from parents.	18	65	166	175	9	433
	4.2%	15.3%	39.2%	41.3%		
30. At my school I spend most of my PIP time on non-instructional activities.	35	96	38	198	62	429
	9.5%	26.2%	10.4%	54.0%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	66	248	8	46	60	428
	17.9%	67.4%	2.2%	12.5%		
32. In my school, I spend too much time in meetings.	58	152	22	193	10	435
	13.6%	35.8%	5.2%	45.4%		
33. In my school, there is adequate support for special education students.	44	178	54	121	35	432
	11.1%	44.8%	13.6%	30.5%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	171	219	9	21	12	432
	40.7%	52.1%	2.1%	5.0%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	146	207	16	58	3	430
	34.2%	48.5%	3.7%	13.6%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	73	255	14	85	6	433
	17.1%	59.7%	3.3%	19.9%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	49	244	27	110	1	431
	11.4%	56.7%	6.3%	25.6%		
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	73	287	17	46	5	428
	17.3%	67.8%	4.0%	10.9%		

2020-2021 HCEA Job Satisfaction Survey

39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	56	179	23	170	5	433
	13.1%	41.8%	5.4%	39.7%		
40. In my class, I feel that students are engaged in virtual learning	30	245	29	105	23	432
	7.3%	59.9%	7.1%	25.7%		
41. Student behavior online is disruptive to learning.	12	46	136	213	25	432
	2.9%	11.3%	33.4%	52.3%		
42. I am worried that students who are online are not actively engaged in class.	141	197	14	72	9	433
	33.3%	46.5%	3.3%	17.0%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	74	197	48	88	23	430
	18.2%	48.4%	11.8%	21.6%		
44. I feel that I have the curricular resources and support I need to do my job this year.	68	242	26	85	11	432
	16.2%	57.5%	6.2%	20.2%		

2020-2021 HCEA Job Satisfaction Survey

Level	Elementary					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	Certificated					
Work in Special Ed	(All)					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	144	466	52	181	24	867
	17.1%	55.3%	6.2%	21.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	274	442	23	120	7	866
	31.9%	51.5%	2.7%	14.0%		
3. I personally feel successful in my work.	185	490	28	163		866
	21.4%	56.6%	3.2%	18.8%		
4. I feel involved in decision-making at my school/worksite.	157	408	66	210	24	865
	18.7%	48.5%	7.8%	25.0%		
5. I want to be involved in decision-making at my school/worksite.	266	522	4	44	30	866
	31.8%	62.4%	0.5%	5.3%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	278	401	35	149	4	867
	32.2%	46.5%	4.1%	17.3%		
7. In my school/worksite, I am treated as a professional.	399	411	9	48	1	868
	46.0%	47.4%	1.0%	5.5%		
8. There is good teamwork among staff in my school/worksite.	355	446	8	56	3	868
	41.0%	51.6%	0.9%	6.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	145	430	39	98	153	865
	20.4%	60.4%	5.5%	13.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	186	441	27	103	108	865
	24.6%	58.3%	3.6%	13.6%		
11. My work performance is evaluated fairly.	293	440	24	91	18	866
	34.6%	51.9%	2.8%	10.7%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	79	296	194	294	1	864
	9.2%	34.3%	22.5%	34.1%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	92	150	12	35	567	856
	31.8%	51.9%	4.2%	12.1%		
14. My administrators/supervisors respect the negotiated contracts.	379	435	3	47	4	868
	43.9%	50.3%	0.3%	5.4%		
15. My planning time is respected by my school administrations/supervisors.	309	454	14	72	15	864
	36.4%	53.5%	1.6%	8.5%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	240	471	9	73	71	864
	30.3%	59.4%	1.1%	9.2%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	53	236	106	405	66	866
	6.6%	29.5%	13.3%	50.6%		
18. Too much instructional time is spent administering assessments.	90	253	29	375	119	866
	12.0%	33.9%	3.9%	50.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	31	327	162	339	4	863
	3.6%	38.1%	18.9%	39.5%		
20. Increased workload has contributed to a decline in my morale.	348	363	26	121	9	867
	40.6%	42.3%	3.0%	14.1%		
21. I am paid fairly.	31	305	200	328		864
	3.6%	35.3%	23.1%	38.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	139	465	65	186	6	861
	16.3%	54.4%	7.6%	21.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	31	416	109	290	11	857
	3.7%	49.2%	12.9%	34.3%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	408	381	22	48	6	865
	47.5%	44.4%	2.6%	5.6%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	135	515	33	143	40	866
	16.3%	62.3%	4.0%	17.3%		
26. In my position, I receive appropriate and adequate support and training.	155	544	21	146		866
	17.9%	62.8%	2.4%	16.9%		
27. During this current school year, I have experienced harassing behavior from colleagues.	8	39	573	236	11	867
	0.9%	4.6%	66.9%	27.6%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	7	20	618	213	10	868
	0.8%	2.3%	72.0%	24.8%		
29. During this current school year, I have experienced harassing behavior from parents.	55	137	352	319	5	868
	6.4%	15.9%	40.8%	37.0%		
30. At my school I spend most of my PIP time on non-instructional activities.	40	195	86	417	114	852
	5.4%	26.4%	11.7%	56.5%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	135	545	10	65	97	852
	17.9%	72.2%	1.3%	8.6%		
32. In my school, I spend too much time in meetings.	143	301	28	382	13	867
	16.7%	35.2%	3.3%	44.7%		
33. In my school, there is adequate support for special education students.	42	296	139	335	51	863
	5.2%	36.5%	17.1%	41.3%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	326	430	15	67	24	862
	38.9%	51.3%	1.8%	8.0%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	307	424	29	99	4	863
	35.7%	49.4%	3.4%	11.5%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	160	555	16	130	4	865
	18.6%	64.5%	1.9%	15.1%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	122	482	44	211	4	863
	14.2%	56.1%	5.1%	24.6%		
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	166	578	23	89	5	861
	19.4%	67.5%	2.7%	10.4%		

2020-2021 HCEA Job Satisfaction Survey

39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	101	336	47	366	11	861
	11.9%	39.5%	5.5%	43.1%		
40. In my class, I feel that students are engaged in virtual learning	103	530	25	170	37	865
	12.4%	64.0%	3.0%	20.5%		
41. Student behavior online is disruptive to learning.	30	191	142	468	30	861
	3.6%	23.0%	17.1%	56.3%		
42. I am worried that students who are online are not actively engaged in class.	199	409	27	204	23	862
	23.7%	48.7%	3.2%	24.3%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	88	389	96	231	59	863
	10.9%	48.4%	11.9%	28.7%		
44. I feel that I have the curricular resources and support I need to do my job this year.	88	484	50	219	25	866
	10.5%	57.6%	5.9%	26.0%		

2020-2021 HCEA Job Satisfaction Survey

Level	Middle					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	Certificated					
Work in Special Ed	(All)					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	47	258	60	118	14	497
	9.7%	53.4%	12.4%	24.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	85	257	47	106	2	497
	17.2%	51.9%	9.5%	21.4%		
3. I personally feel successful in my work.	97	292	14	97		500
	19.4%	58.4%	2.8%	19.4%		
4. I feel involved in decision-making at my school/worksite.	64	211	64	145	15	499
	13.2%	43.6%	13.2%	30.0%		
5. I want to be involved in decision-making at my school/worksite.	117	301	5	56	21	500
	24.4%	62.8%	1.0%	11.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	109	219	51	115	3	497
	22.1%	44.3%	10.3%	23.3%		
7. In my school/worksite, I am treated as a professional.	169	257	13	59	1	499
	33.9%	51.6%	2.6%	11.8%		
8. There is good teamwork among staff in my school/worksite.	193	257	9	37	1	497
	38.9%	51.8%	1.8%	7.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	65	237	26	89	83	500
	15.6%	56.8%	6.2%	21.3%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	100	223	16	75	83	497
	24.2%	53.9%	3.9%	18.1%		
11. My work performance is evaluated fairly.	115	268	23	68	17	491
	24.3%	56.5%	4.9%	14.3%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	59	169	127	143	1	499
	11.8%	33.9%	25.5%	28.7%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	47	87	9	15	331	489
	29.7%	55.1%	5.7%	9.5%		
14. My administrators/supervisors respect the negotiated contracts.	167	280	7	39	3	496
	33.9%	56.8%	1.4%	7.9%		
15. My planning time is respected by my school administrations/supervisors.	139	284	25	41	8	497
	28.4%	58.1%	5.1%	8.4%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	89	272	13	62	59	495
	20.4%	62.4%	3.0%	14.2%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	29	100	96	209	60	494
	6.7%	23.0%	22.1%	48.2%		
18. Too much instructional time is spent administering assessments.	80	145	25	176	69	495
	18.8%	34.0%	5.9%	41.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	25	184	95	189	2	495
	5.1%	37.3%	19.3%	38.3%		
20. Increased workload has contributed to a decline in my morale.	196	191	20	85	5	497
	39.8%	38.8%	4.1%	17.3%		
21. I am paid fairly.	22	185	112	178	2	499
	4.4%	37.2%	22.5%	35.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	51	261	55	126	2	495
	10.3%	52.9%	11.2%	25.6%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	14	212	74	188	5	493
	2.9%	43.4%	15.2%	38.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	207	232	15	38	5	497
	42.1%	47.2%	3.0%	7.7%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	62	283	26	97	29	497
	13.2%	60.5%	5.6%	20.7%		
26. In my position, I receive appropriate and adequate support and training.	69	311	22	94	2	498
	13.9%	62.7%	4.4%	19.0%		
27. During this current school year, I have experienced harassing behavior from colleagues.	6	32	319	136	7	500
	1.2%	6.5%	64.7%	27.6%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	8	19	307	154	8	496
	1.6%	3.9%	62.9%	31.6%		
29. During this current school year, I have experienced harassing behavior from parents.	18	83	197	195	4	497
	3.7%	16.8%	40.0%	39.6%		
30. At my school I spend most of my PIP time on non-instructional activities.	35	134	43	230	51	493
	7.9%	30.3%	9.7%	52.0%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	72	318	12	45	48	495
	16.1%	71.1%	2.7%	10.1%		
32. In my school, I spend too much time in meetings.	89	180	21	202	5	497
	18.1%	36.6%	4.3%	41.1%		
33. In my school, there is adequate support for special education students.	50	209	61	162	13	495
	10.4%	43.4%	12.7%	33.6%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	157	287	7	31	11	493
	32.6%	59.5%	1.5%	6.4%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	134	242	34	83	1	494
	27.2%	49.1%	6.9%	16.8%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	60	287	17	132	1	497
	12.1%	57.9%	3.4%	26.6%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	54	304	22	114	1	495
	10.9%	61.5%	4.5%	23.1%		
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	83	340	9	55	9	496
	17.0%	69.8%	1.8%	11.3%		

2020-2021 HCEA Job Satisfaction Survey

39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	49	168	41	232	7	497
	10.0%	34.3%	8.4%	47.3%		
40. In my class, I feel that students are engaged in virtual learning	28	247	41	156	23	495
	5.9%	52.3%	8.7%	33.1%		
41. Student behavior online is disruptive to learning.	5	37	222	213	21	498
	1.0%	7.8%	46.5%	44.7%		
42. I am worried that students who are online are not actively engaged in class.	216	205	8	64	5	498
	43.8%	41.6%	1.6%	13.0%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	89	203	74	112	19	497
	18.6%	42.5%	15.5%	23.4%		
44. I feel that I have the curricular resources and support I need to do my job this year.	96	260	41	90	7	494
	19.7%	53.4%	8.4%	18.5%		

2020-2021 HCEA Job Satisfaction Survey

Level	High					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	Certificated					
Work in Special Ed	(All)					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	68	272	53	144	23	560
	12.7%	50.7%	9.9%	26.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	114	281	42	117	5	559
	20.6%	50.7%	7.6%	21.1%		
3. I personally feel successful in my work.	133	314	16	92	2	557
	24.0%	56.6%	2.9%	16.6%		
4. I feel involved in decision-making at my school/worksite.	70	236	72	174	7	559
	12.7%	42.8%	13.0%	31.5%		
5. I want to be involved in decision-making at my school/worksite.	134	336	4	66	17	557
	24.8%	62.2%	0.7%	12.2%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	120	263	49	123	4	559
	21.6%	47.4%	8.8%	22.2%		
7. In my school/worksite, I am treated as a professional.	193	299	14	53		559
	34.5%	53.5%	2.5%	9.5%		
8. There is good teamwork among staff in my school/worksite.	176	288	19	73	3	559
	31.7%	51.8%	3.4%	13.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	78	299	29	94	58	558
	15.6%	59.8%	5.8%	18.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	122	255	27	77	77	558
	25.4%	53.0%	5.6%	16.0%		
11. My work performance is evaluated fairly.	137	309	20	73	18	557
	25.4%	57.3%	3.7%	13.5%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	65	191	145	157	2	560
	11.6%	34.2%	26.0%	28.1%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	55	120	10	13	351	549
	27.8%	60.6%	5.1%	6.6%		
14. My administrators/supervisors respect the negotiated contracts.	161	331	14	44	7	557
	29.3%	60.2%	2.5%	8.0%		
15. My planning time is respected by my school administrations/supervisors.	152	312	19	64	11	558
	27.8%	57.0%	3.5%	11.7%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as “In my school, administrators/supervisors support me in addressing student misbehavior.”	92	304	23	73	67	559
	18.7%	61.8%	4.7%	14.8%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, “school” refers to your classroom.	33	108	124	242	51	558
	6.5%	21.3%	24.5%	47.7%		
18. Too much instructional time is spent administering assessments.	73	183	22	196	86	560
	15.4%	38.6%	4.6%	41.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	16	221	119	201	2	559
	2.9%	39.7%	21.4%	36.1%		
20. Increased workload has contributed to a decline in my morale.	224	215	15	100	6	560
	40.4%	38.8%	2.7%	18.1%		
21. I am paid fairly.	22	213	130	193		558
	3.9%	38.2%	23.3%	34.6%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	55	271	74	154	2	556
	9.9%	48.9%	13.4%	27.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	14	207	96	229	7	553
	2.6%	37.9%	17.6%	41.9%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	205	276	29	40	7	557
	37.3%	50.2%	5.3%	7.3%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	69	301	51	108	31	560
	13.0%	56.9%	9.6%	20.4%		
26. In my position, I receive appropriate and adequate support and training.	76	337	29	112	4	558
	13.7%	60.8%	5.2%	20.2%		
27. During this current school year, I have experienced harassing behavior from colleagues.	9	33	311	185	22	560
	1.7%	6.1%	57.8%	34.4%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	8	29	313	195	15	560
	1.5%	5.3%	57.4%	35.8%		
29. During this current school year, I have experienced harassing behavior from parents.	29	97	208	217	9	560
	5.3%	17.6%	37.7%	39.4%		
30. At my school I spend most of my PIP time on non-instructional activities.	56	136	43	249	75	559
	11.6%	28.1%	8.9%	51.4%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	64	289	29	117	60	559
	12.8%	57.9%	5.8%	23.4%		
32. In my school, I spend too much time in meetings.	75	191	17	271	6	560
	13.5%	34.5%	3.1%	48.9%		
33. In my school, there is adequate support for special education students.	74	247	58	148	32	559
	14.0%	46.9%	11.0%	28.1%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	202	288	18	38	13	559
	37.0%	52.7%	3.3%	7.0%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	172	246	41	97	2	558
	30.9%	44.2%	7.4%	17.4%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	59	308	45	143	4	559
	10.6%	55.5%	8.1%	25.8%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	53	296	65	143	2	559
	9.5%	53.1%	11.7%	25.7%		

2020-2021 HCEA Job Satisfaction Survey

38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	80	355	26	93	5	559
	14.4%	64.1%	4.7%	16.8%		
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	52	219	37	245	7	560
	9.4%	39.6%	6.7%	44.3%		
40. In my class, I feel that students are engaged in virtual learning	25	277	74	160	23	559
	4.7%	51.7%	13.8%	29.9%		
41. Student behavior online is disruptive to learning.	5	29	238	260	26	558
	0.9%	5.5%	44.7%	48.9%		
42. I am worried that students who are online are not actively engaged in class.	240	230	12	73	5	560
	43.2%	41.4%	2.2%	13.2%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	70	250	88	129	21	558
	13.0%	46.6%	16.4%	24.0%		
44. I feel that I have the curricular resources and support I need to do my job this year.	68	296	58	127	9	558
	12.4%	53.9%	10.6%	23.1%		

2020-2021 HCEA Job Satisfaction Survey

Level	Elementary					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	ESP					
Work in Special Ed	(All)					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	66	175	17	41	16	315
	22.1%	58.5%	5.7%	13.7%		
2. There is an atmosphere of open communication and trust in my school/worksite.	83	169	13	48	4	317
	26.5%	54.0%	4.2%	15.3%		
3. I personally feel successful in my work.	74	199	7	37	1	318
	23.3%	62.8%	2.2%	11.7%		
4. I feel involved in decision-making at my school/worksite.	38	143	21	78	38	318
	13.6%	51.1%	7.5%	27.9%		
5. I want to be involved in decision-making at my school/worksite.	49	198	2	24	43	316
	17.9%	72.5%	0.7%	8.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	78	153	20	53	11	315
	25.7%	50.3%	6.6%	17.4%		
7. In my school/worksite, I am treated as a professional.	99	180	5	32	2	318
	31.3%	57.0%	1.6%	10.1%		
8. There is good teamwork among staff in my school/worksite.	114	176	6	17	3	316
	36.4%	56.2%	1.9%	5.4%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	41	160	20	54	42	317
	14.9%	58.2%	7.3%	19.6%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	63	182	8	32	33	318
	22.1%	63.9%	2.8%	11.2%		
11. My work performance is evaluated fairly.	90	192	6	18	10	316
	29.4%	62.7%	2.0%	5.9%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	57	178	9	58	15	317
	18.9%	58.9%	3.0%	19.2%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	34	87	4	17	167	309
	23.9%	61.3%	2.8%	12.0%		
14. My administrators/supervisors respect the negotiated contracts.	99	179	2	26	10	316
	32.4%	58.5%	0.7%	8.5%		
15. My planning time is respected by my school administrations/supervisors.	54	114	4	12	132	316
	29.3%	62.0%	2.2%	6.5%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	59	131	7	19	100	316
	27.3%	60.6%	3.2%	8.8%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	26	104	18	78	91	317
	11.5%	46.0%	8.0%	34.5%		
18. Too much instructional time is spent administering assessments.	19	78	6	78	134	315
	10.5%	43.1%	3.3%	43.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	24	169	19	74	32	318
	8.4%	59.1%	6.6%	25.9%		
20. Increased workload has contributed to a decline in my morale.	23	115	15	125	36	314
	8.3%	41.4%	5.4%	45.0%		
21. I am paid fairly.	6	100	74	132	2	314
	1.9%	32.1%	23.7%	42.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	47	165	28	69	5	314
	15.2%	53.4%	9.1%	22.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	20	167	32	91	3	313
	6.5%	53.9%	10.3%	29.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	92	188	10	22	5	317
	29.5%	60.3%	3.2%	7.1%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	33	181	10	34	58	316
	12.8%	70.2%	3.9%	13.2%		
26. In my position, I receive appropriate and adequate support and training.	47	188	8	72	3	318
	14.9%	59.7%	2.5%	22.9%		
27. During this current school year, I have experienced harassing behavior from colleagues.	5	11	190	91	19	316
	1.7%	3.7%	64.0%	30.6%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	8	200	93	12	317
	1.3%	2.6%	65.6%	30.5%		
29. During this current school year, I have experienced harassing behavior from parents.	7	21	148	107	33	316
	2.5%	7.4%	52.3%	37.8%		
30. At my school I spend most of my PIP time on non-instructional activities.		13	12	41	250	316
	0.0%	19.7%	18.2%	62.1%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	44	1	10	255	316
	9.8%	72.1%	1.6%	16.4%		
32. In my school, I spend too much time in meetings.	14	47	20	182	53	316
	5.3%	17.9%	7.6%	69.2%		
33. In my school, there is adequate support for special education students.	32	117	33	87	47	316
	11.9%	43.5%	12.3%	32.3%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	73	192	6	29	17	317
	24.3%	64.0%	2.0%	9.7%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	71	197	9	30	8	315
	23.1%	64.2%	2.9%	9.8%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	59	203	11	25	19	317
	19.8%	68.1%	3.7%	8.4%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	42	182	23	52	19	318
	14.0%	60.9%	7.7%	17.4%		
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	56	205	10	28	20	319
	18.7%	68.6%	3.3%	9.4%		

2020-2021 HCEA Job Satisfaction Survey

39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	15	75	30	171	27	318
	5.2%	25.8%	10.3%	58.8%		
40. In my class, I feel that students are engaged in virtual learning	26	160	10	39	82	317
	11.1%	68.1%	4.3%	16.6%		
41. Student behavior online is disruptive to learning.	11	76	27	131	73	318
	4.5%	31.0%	11.0%	53.5%		
42. I am worried that students who are online are not actively engaged in class.	32	125	8	89	63	317
	12.6%	49.2%	3.1%	35.0%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	25	150	5	40	97	317
	11.4%	68.2%	2.3%	18.2%		
44. I feel that I have the curricular resources and support I need to do my job this year.	28	154	6	39	90	317
	12.3%	67.8%	2.6%	17.2%		

2020-2021 HCEA Job Satisfaction Survey

Level	Middle					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	ESP					
Work in Special Ed	(All)					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	22	58	5	24	5	114
	20.20%	53.20%	4.60%	22.00%		
2. There is an atmosphere of open communication and trust in my school/worksite.	28	60	5	18	1	112
	25.20%	54.10%	4.50%	16.20%		
3. I personally feel successful in my work.	28	72	2	10	1	113
	25.00%	64.30%	1.80%	8.90%		
4. I feel involved in decision-making at my school/worksite.	9	58	10	23	13	113
	9.00%	58.00%	10.00%	23.00%		
5. I want to be involved in decision-making at my school/worksite.	14	72		12	15	113
	14.30%	73.50%	0.00%	12.20%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	30	55	6	17	6	114
	27.80%	50.90%	5.60%	15.70%		
7. In my school/worksite, I am treated as a professional.	39	62	1	11	1	114
	34.50%	54.90%	0.90%	9.70%		
8. There is good teamwork among staff in my school/worksite.	36	69	3	5	2	115
	31.90%	61.10%	2.70%	4.40%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	51	5	21	25	113
	12.50%	58.00%	5.70%	23.90%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	24	52	4	9	22	111
	27.00%	58.40%	4.50%	10.10%		
11. My work performance is evaluated fairly.	31	64	3	12	4	114
	28.20%	58.20%	2.70%	10.90%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	20	62	5	16	11	114
	19.40%	60.20%	4.90%	15.50%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	14	32		4	59	109
	28.00%	64.00%	0.00%	8.00%		
14. My administrators/supervisors respect the negotiated contracts.	38	64		7	2	111
	34.90%	58.70%	0.00%	6.40%		
15. My planning time is respected by my school administrations/supervisors.	15	38	1	7	54	115
	24.60%	62.30%	1.60%	11.50%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	23	41	1	10	38	113
	30.70%	54.70%	1.30%	13.30%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	10	34	5	26	40	115
	13.30%	45.30%	6.70%	34.70%		
18. Too much instructional time is spent administering assessments.	8	22	1	35	48	114
	12.10%	33.30%	1.50%	53.00%		
19. HCPSS professional development experiences are meaningful and worthwhile.	5	55	9	22	21	112
	5.50%	60.40%	9.90%	24.20%		
20. Increased workload has contributed to a decline in my morale.	9	32	3	49	21	114
	9.70%	34.40%	3.20%	52.70%		
21. I am paid fairly.	4	38	31	41		114
	3.50%	33.30%	27.20%	36.00%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	12	71	7	20	4	114
	10.90%	64.50%	6.40%	18.20%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	7	61	7	32	5	112
	6.50%	57.00%	6.50%	29.90%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	75	1	4	3	113
	27.30%	68.20%	0.90%	3.60%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	60	5	19	20	115
	11.60%	63.20%	5.30%	20.00%		
26. In my position, I receive appropriate and adequate support and training.	16	72	7	18	2	115
	14.20%	63.70%	6.20%	15.90%		
27. During this current school year, I have experienced harassing behavior from colleagues.		4	67	40	3	114
	0.00%	3.60%	60.40%	36.00%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		5	72	36	1	114
	0.00%	4.40%	63.70%	31.90%		
29. During this current school year, I have experienced harassing behavior from parents.	1	9	38	50	17	115
	1.00%	9.20%	38.80%	51.00%		
30. At my school I spend most of my PIP time on non-instructional activities.		4	3	10	95	112
	0.00%	23.50%	17.60%	58.80%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	21	1	3	88	115
	7.40%	77.80%	3.70%	11.10%		
32. In my school, I spend too much time in meetings.	2	15	8	66	24	115
	2.20%	16.50%	8.80%	72.50%		
33. In my school, there is adequate support for special education students.	19	45	7	18	26	115
	21.30%	50.60%	7.90%	20.20%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	23	77	2	7	5	114
	21.10%	70.60%	1.80%	6.40%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	26	75	1	10	1	113
	23.20%	67.00%	0.90%	8.90%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	17	68		16	12	113
	16.80%	67.30%	0.00%	15.80%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	15	65	6	21	7	114
	14.00%	60.70%	5.60%	19.60%		
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	21	73	3	8	9	114
	20.00%	69.50%	2.90%	7.60%		

2020-2021 HCEA Job Satisfaction Survey

39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	1	25	7	62	17	112
	1.10%	26.30%	7.40%	65.30%		
40. In my class, I feel that students are engaged in virtual learning	6	39	2	23	43	113
	8.60%	55.70%	2.90%	32.90%		
41. Student behavior online is disruptive to learning.		9	10	51	42	112
	0.00%	12.90%	14.30%	72.90%		
42. I am worried that students who are online are not actively engaged in class.	14	47	1	19	30	111
	17.30%	58.00%	1.20%	23.50%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	8	37	5	10	51	111
	13.30%	61.70%	8.30%	16.70%		
44. I feel that I have the curricular resources and support I need to do my job this year.	10	46	2	12	45	115
	14.30%	65.70%	2.90%	17.10%		

2020-2021 HCEA Job Satisfaction Survey

Level	High					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	ESP					
Work in Special ED	(All)					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	16	60	3	15	5	99
	17.0%	63.8%	3.2%	16.0%		
2. There is an atmosphere of open communication and trust in my school/worksite.	22	56	4	18	2	102
	22.0%	56.0%	4.0%	18.0%		
3. I personally feel successful in my work.	26	67		9		102
	25.5%	65.7%	0.0%	8.8%		
4. I feel involved in decision-making at my school/worksite.	8	36	11	35	11	101
	8.9%	40.0%	12.2%	38.9%		
5. I want to be involved in decision-making at my school/worksite.	19	61		11	10	101
	20.9%	67.0%	0.0%	12.1%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	54	8	23	1	102
	15.8%	53.5%	7.9%	22.8%		
7. In my school/worksite, I am treated as a professional.	24	63	2	12	1	102
	23.8%	62.4%	2.0%	11.9%		
8. There is good teamwork among staff in my school/worksite.	26	61	3	10	2	102
	26.0%	61.0%	3.0%	10.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	51	3	17	25	101
	6.6%	67.1%	3.9%	22.4%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	25	47	2	6	20	100
	31.3%	58.8%	2.5%	7.5%		
11. My work performance is evaluated fairly.	28	59	4	7	2	100
	28.6%	60.2%	4.1%	7.1%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	17	56	5	11	13	102
	19.1%	62.9%	5.6%	12.4%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	12	34	3	3	46	98
	23.1%	65.4%	5.8%	5.8%		
14. My administrators/supervisors respect the negotiated contracts.	24	65	1	8	2	100
	24.5%	66.3%	1.0%	8.2%		
15. My planning time is respected by my school administrations/supervisors.	7	21	2	2	69	101
	21.9%	65.6%	6.3%	6.3%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	8	43	3	7	41	102
	13.1%	70.5%	4.9%	11.5%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	4	28	2	15	52	101
	8.2%	57.1%	4.1%	30.6%		
18. Too much instructional time is spent administering assessments.	11	20	1	12	57	101
	25.0%	45.5%	2.3%	27.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	4	45	6	24	22	101
	5.1%	57.0%	7.6%	30.4%		
20. Increased workload has contributed to a decline in my morale.	7	24	4	45	22	102
	8.8%	30.0%	5.0%	56.3%		
21. I am paid fairly.	4	32	25	41		102
	3.9%	31.4%	24.5%	40.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	59	7	25		100
	9.0%	59.0%	7.0%	25.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	51	8	34	2	100
	5.1%	52.0%	8.2%	34.7%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	29	63	1	6	3	102
	29.3%	63.6%	1.0%	6.1%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	45	2	11	35	101
	12.1%	68.2%	3.0%	16.7%		

2020-2021 HCEA Job Satisfaction Survey

26. In my position, I receive appropriate and adequate support and training.	11	61	5	24	1	102
	10.9%	60.4%	5.0%	23.8%		
27. During this current school year, I have experienced harassing behavior from colleagues.	1	5	49	37	9	101
	1.1%	5.4%	53.3%	40.2%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	8	52	34	7	102
	1.1%	8.4%	54.7%	35.8%		
29. During this current school year, I have experienced harassing behavior from parents.	3	13	36	38	12	102
	3.3%	14.4%	40.0%	42.2%		
30. At my school I spend most of my PIP time on non-instructional activities.		4	2	1	94	101
	0.0%	57.1%	28.6%	14.3%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	8	1	4	86	102
	18.8%	50.0%	6.3%	25.0%		
32. In my school, I spend too much time in meetings.	4	10	8	58	22	102
	5.0%	12.5%	10.0%	72.5%		
33. In my school, there is adequate support for special education students.	4	33	6	24	35	102
	6.0%	49.3%	9.0%	35.8%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	28	58	2	5	7	100
	30.1%	62.4%	2.2%	5.4%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	18	61	2	9	11	101
	20.0%	67.8%	2.2%	10.0%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	9	52	2	19	20	102
	11.0%	63.4%	2.4%	23.2%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	15	51	4	20	12	102
	16.7%	56.7%	4.4%	22.2%		
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	18	62	2	9	11	102
	19.8%	68.1%	2.2%	9.9%		
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	1	22	9	57	12	101
	1.1%	24.7%	10.1%	64.0%		

2020-2021 HCEA Job Satisfaction Survey

40. In my class, I feel that students are engaged in virtual learning	4	22	3	12	60	101
	9.8%	53.7%	7.3%	29.3%		
41. Student behavior online is disruptive to learning.	3	8	9	28	53	101
	6.3%	16.7%	18.8%	58.3%		
42. I am worried that students who are online are not actively engaged in class.	13	26	3	12	47	101
	24.1%	48.1%	5.6%	22.2%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	7	28	1	6	60	102
	16.7%	66.7%	2.4%	14.3%		
44. I feel that I have the curricular resources and support I need to do my job this year.	3	38	2	2	56	101
	6.7%	84.4%	4.4%	4.4%		

2020-2021 HCEA Job Satisfaction Survey

Level	Elementary					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	Certificated					
Work in Special Ed	Yes					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	29	109	9	40	3	190
	15.5%	58.3%	4.8%	21.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	56	102	6	25	2	191
	29.6%	54.0%	3.2%	13.2%		
3. I personally feel successful in my work.	39	108	7	38		192
	20.3%	56.3%	3.6%	19.8%		
4. I feel involved in decision-making at my school/worksite.	24	98	17	45	7	191
	13.0%	53.3%	9.2%	24.5%		
5. I want to be involved in decision-making at my school/worksite.	48	121		15	8	192
	26.1%	65.8%	0.0%	8.2%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	58	96	7	28	2	191
	30.7%	50.8%	3.7%	14.8%		
7. In my school/worksite, I am treated as a professional.	82	98	3	8		191
	42.9%	51.3%	1.6%	4.2%		
8. There is good teamwork among staff in my school/worksite.	72	102	1	17		192
	37.5%	53.1%	0.5%	8.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	28	97	15	16	36	192
	17.9%	62.2%	9.6%	10.3%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	42	105	4	27	14	192
	23.6%	59.0%	2.2%	15.2%		
11. My work performance is evaluated fairly.	59	106	2	21	4	192
	31.4%	56.4%	1.1%	11.2%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	15	45	71	60	1	192
	7.9%	23.6%	37.2%	31.4%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	19	32	3	10	125	189
	29.7%	50.0%	4.7%	15.6%		
14. My administrators/supervisors respect the negotiated contracts.	76	99	1	13	1	190
	40.2%	52.4%	0.5%	6.9%		
15. My planning time is respected by my school administrations/supervisors.	53	102	10	19	8	192
	28.8%	55.4%	5.4%	10.3%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	53	98	2	16	23	192
	31.4%	58.0%	1.2%	9.5%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	18	66	16	65	27	192
	10.9%	40.0%	9.7%	39.4%		
18. Too much instructional time is spent administering assessments.	26	50	4	62	50	192
	18.3%	35.2%	2.8%	43.7%		
19. HCPSS professional development experiences are meaningful and worthwhile.	6	76	35	73	1	191
	3.2%	40.0%	18.4%	38.4%		
20. Increased workload has contributed to a decline in my morale.	89	73	6	20	3	191
	47.3%	38.8%	3.2%	10.6%		
21. I am paid fairly.	5	65	54	67		191
	2.6%	34.0%	28.3%	35.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	106	15	36	3	188
	15.1%	57.3%	8.1%	19.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	7	87	23	68	2	187
	3.8%	47.0%	12.4%	36.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	79	93	6	9	4	191
	42.2%	49.7%	3.2%	4.8%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	26	109	11	30	14	190
	14.8%	61.9%	6.3%	17.0%		
26. In my position, I receive appropriate and adequate support and training.	25	120	5	40		190
	13.2%	63.2%	2.6%	21.1%		
27. During this current school year, I have experienced harassing behavior from colleagues.	1	8	123	57	2	191
	0.5%	4.2%	65.1%	30.2%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	7	130	48	3	190
	1.1%	3.7%	69.5%	25.7%		
29. During this current school year, I have experienced harassing behavior from parents.	19	33	75	64	1	192
	9.9%	17.3%	39.3%	33.5%		
30. At my school I spend most of my PIP time on non-instructional activities.	15	43	13	74	41	186
	10.3%	29.7%	9.0%	51.0%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	105	5	15	41	185
	13.2%	72.9%	3.5%	10.4%		
32. In my school, I spend too much time in meetings.	38	73	3	73	5	192
	20.3%	39.0%	1.6%	39.0%		
33. In my school, there is adequate support for special education students.	13	74	38	60	7	192
	7.0%	40.0%	20.5%	32.4%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	53	108	5	13	12	191
	29.6%	60.3%	2.8%	7.3%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	52	93	10	34	1	190
	27.5%	49.2%	5.3%	18.0%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	35	123	7	23	2	190
	18.6%	65.4%	3.7%	12.2%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	19	110	14	46	1	190
	10.1%	58.2%	7.4%	24.3%		

2020-2021 HCEA Job Satisfaction Survey

38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	30	123	10	24	2	189
	16.0%	65.8%	5.3%	12.8%		
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	22	72	13	77	5	189
	12.0%	39.1%	7.1%	41.8%		
40. In my class, I feel that students are engaged in virtual learning	30	99	9	41	11	190
	16.8%	55.3%	5.0%	22.9%		
41. Student behavior online is disruptive to learning.	11	53	22	88	15	189
	6.3%	30.5%	12.6%	50.6%		
42. I am worried that students who are online are not actively engaged in class.	33	79	12	52	14	190
	18.8%	44.9%	6.8%	29.5%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	12	61	33	53	31	190
	7.5%	38.4%	20.8%	33.3%		
44. I feel that I have the curricular resources and support I need to do my job this year.	9	89	24	54	13	189
	5.1%	50.6%	13.6%	30.7%		

2020-2021 HCEA Job Satisfaction Survey

Level	Middle					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	Certificated					
Work in Special Ed	Yes					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	10	42	2	24	3	81
	12.8%	53.8%	2.6%	30.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	10	50	2	17	2	81
	12.7%	63.3%	2.5%	21.5%		
3. I personally feel successful in my work.	13	45	3	22		83
	15.7%	54.2%	3.6%	26.5%		
4. I feel involved in decision-making at my school/worksite.	10	33	5	29	6	83
	13.0%	42.9%	6.5%	37.7%		
5. I want to be involved in decision-making at my school/worksite.	15	53	1	9	5	83
	19.2%	67.9%	1.3%	11.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	47	5	18	2	83
	13.6%	58.0%	6.2%	22.2%		
7. In my school/worksite, I am treated as a professional.	28	48		6	1	83
	34.1%	58.5%	0.0%	7.3%		
8. There is good teamwork among staff in my school/worksite.	28	44		10		82
	34.1%	53.7%	0.0%	12.2%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	36	1	24	16	83
	9.0%	53.7%	1.5%	35.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	17	31	3	12	20	83
	27.0%	49.2%	4.8%	19.0%		
11. My work performance is evaluated fairly.	16	48	2	13	2	81
	20.3%	60.8%	2.5%	16.5%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	21	21	32	1	82
	8.6%	25.9%	25.9%	39.5%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	8	11	1	3	59	82
	34.8%	47.8%	4.3%	13.0%		
14. My administrators/supervisors respect the negotiated contracts.	21	53		6	1	81
	26.3%	66.3%	0.0%	7.5%		
15. My planning time is respected by my school administrations/supervisors.	15	48	7	9	2	81
	19.0%	60.8%	8.9%	11.4%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	11	44	2	9	16	82
	16.7%	66.7%	3.0%	13.6%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	2	26	7	33	13	81
	2.9%	38.2%	10.3%	48.5%		
18. Too much instructional time is spent administering assessments.	6	20	2	33	21	82
	9.8%	32.8%	3.3%	54.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	2	28	13	40		83
	2.4%	33.7%	15.7%	48.2%		
20. Increased workload has contributed to a decline in my morale.	35	29	5	11	2	82
	43.8%	36.3%	6.3%	13.8%		
21. I am paid fairly.	4	19	23	35	2	83
	4.9%	23.5%	28.4%	43.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	48	5	21	1	81
	7.5%	60.0%	6.3%	26.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	30	9	36	1	80
	5.1%	38.0%	11.4%	45.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	28	41	3	7	3	82
	35.4%	51.9%	3.8%	8.9%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	15	47	4	9	8	83
	20.0%	62.7%	5.3%	12.0%		
26. In my position, I receive appropriate and adequate support and training.	12	46	2	23		83
	14.5%	55.4%	2.4%	27.7%		
27. During this current school year, I have experienced harassing behavior from colleagues.	1	8	52	21	1	83
	1.2%	9.8%	63.4%	25.6%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	46	31	3	81
	0.0%	1.3%	59.0%	39.7%		
29. During this current school year, I have experienced harassing behavior from parents.	3	17	25	35	1	81
	3.8%	21.3%	31.3%	43.8%		
30. At my school I spend most of my PIP time on non-instructional activities.	6	22	5	32	15	80
	9.2%	33.8%	7.7%	49.2%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	54		5	16	81
	9.2%	83.1%	0.0%	7.7%		
32. In my school, I spend too much time in meetings.	10	37	3	30	3	83
	12.5%	46.3%	3.8%	37.5%		
33. In my school, there is adequate support for special education students.	12	34	8	28		82
	14.6%	41.5%	9.8%	34.1%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	18	57	1	5	1	82
	22.2%	70.4%	1.2%	6.2%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	13	41	3	26		83
	15.7%	49.4%	3.6%	31.3%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	9	51	1	22		83
	10.8%	61.4%	1.2%	26.5%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	7	54	2	19		82
	8.5%	65.9%	2.4%	23.2%		
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	9	58	1	12	2	82
	11.3%	72.5%	1.3%	15.0%		

2020-2021 HCEA Job Satisfaction Survey

39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	6	29	9	37	2	83
	7.4%	35.8%	11.1%	45.7%		
40. In my class, I feel that students are engaged in virtual learning	6	38	6	29	4	83
	7.6%	48.1%	7.6%	36.7%		
41. Student behavior online is disruptive to learning.	3	16	25	34	5	83
	3.8%	20.5%	32.1%	43.6%		
42. I am worried that students who are online are not actively engaged in class.	28	40		14	1	83
	34.1%	48.8%	0.0%	17.1%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	30	19	21	7	82
	6.7%	40.0%	25.3%	28.0%		
44. I feel that I have the curricular resources and support I need to do my job this year.	3	43	6	26	3	81
	3.8%	55.1%	7.7%	33.3%		

2020-2021 HCEA Job Satisfaction Survey

Level	High					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	Certificated					
Work in Special Ed	Yes					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	12	39	5	28	3	87
	14.3%	46.4%	6.0%	33.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	17	48	5	14	2	86
	20.2%	57.1%	6.0%	16.7%		
3. I personally feel successful in my work.	12	53	3	17		85
	14.1%	62.4%	3.5%	20.0%		
4. I feel involved in decision-making at my school/worksite.	13	32	8	30	3	86
	15.7%	38.6%	9.6%	36.1%		
5. I want to be involved in decision-making at my school/worksite.	16	49		16	4	85
	19.8%	60.5%	0.0%	19.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	52	7	15	1	87
	14.0%	60.5%	8.1%	17.4%		
7. In my school/worksite, I am treated as a professional.	27	52		8		87
	31.0%	59.8%	0.0%	9.2%		
8. There is good teamwork among staff in my school/worksite.	30	45	3	8	1	87
	34.9%	52.3%	3.5%	9.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	48	8	13	8	86
	11.5%	61.5%	10.3%	16.7%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	26	30	1	13	17	87
	37.1%	42.9%	1.4%	18.6%		
11. My work performance is evaluated fairly.	23	50		12	2	87
	27.1%	58.8%	0.0%	14.1%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	13	26	25	23		87
	14.9%	29.9%	28.7%	26.4%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	10	20	5	3	46	84
	26.3%	52.6%	13.2%	7.9%		
14. My administrators/supervisors respect the negotiated contracts.	22	55	2	5	3	87
	26.2%	65.5%	2.4%	6.0%		
15. My planning time is respected by my school administrations/supervisors.	26	43	4	11	3	87
	31.0%	51.2%	4.8%	13.1%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as “In my school, administrators/supervisors support me in addressing student misbehavior.”	13	44	5	9	16	87
	18.3%	62.0%	7.0%	12.7%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, “school” refers to your classroom.	9	22	10	36	10	87
	11.7%	28.6%	13.0%	46.8%		
18. Too much instructional time is spent administering assessments.	12	31	3	28	13	87
	16.2%	41.9%	4.1%	37.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	4	31	15	35	2	87
	4.7%	36.5%	17.6%	41.2%		
20. Increased workload has contributed to a decline in my morale.	34	32	5	15	1	87
	39.5%	37.2%	5.8%	17.4%		
21. I am paid fairly.	3	34	19	31		87
	3.4%	39.1%	21.8%	35.6%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	40	9	25	2	85
	10.8%	48.2%	10.8%	30.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	35	14	29	3	85
	4.9%	42.7%	17.1%	35.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	47	5	6	2	86
	31.0%	56.0%	6.0%	7.1%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	14	50	7	10	6	87
	17.3%	61.7%	8.6%	12.3%		
26. In my position, I receive appropriate and adequate support and training.	10	51	4	19	3	87
	11.9%	60.7%	4.8%	22.6%		
27. During this current school year, I have experienced harassing behavior from colleagues.	2	5	47	29	4	87
	2.4%	6.0%	56.6%	34.9%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	4	46	32	4	87
	1.2%	4.8%	55.4%	38.6%		
29. During this current school year, I have experienced harassing behavior from parents.	3	23	25	33	3	87
	3.6%	27.4%	29.8%	39.3%		
30. At my school I spend most of my PIP time on non-instructional activities.	13	21	6	30	16	86
	18.6%	30.0%	8.6%	42.9%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	11	48	3	15	9	86
	14.3%	62.3%	3.9%	19.5%		
32. In my school, I spend too much time in meetings.	9	31	4	39	4	87
	10.8%	37.3%	4.8%	47.0%		
33. In my school, there is adequate support for special education students.	15	33	16	22	1	87
	17.4%	38.4%	18.6%	25.6%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	25	58		4		87
	28.7%	66.7%	0.0%	4.6%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	22	39	6	18		85
	25.9%	45.9%	7.1%	21.2%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	10	50	5	22		87
	11.5%	57.5%	5.7%	25.3%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	8	55	6	18		87
	9.2%	63.2%	6.9%	20.7%		
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	14	63	2	7	1	87
	16.3%	73.3%	2.3%	8.1%		

2020-2021 HCEA Job Satisfaction Survey

39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	9	38	5	34	1	87
	10.5%	44.2%	5.8%	39.5%		
40. In my class, I feel that students are engaged in virtual learning	4	44	13	23	3	87
	4.8%	52.4%	15.5%	27.4%		
41. Student behavior online is disruptive to learning.	1	4	26	52	4	87
	1.2%	4.8%	31.3%	62.7%		
42. I am worried that students who are online are not actively engaged in class.	34	32	5	15	1	87
	1.2%	4.8%	31.3%	62.7%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	13	39	15	15	5	87
	15.9%	47.6%	18.3%	18.3%		
44. I feel that I have the curricular resources and support I need to do my job this year.	9	42	8	27	1	87
	10.5%	48.8%	9.3%	31.4%		

2020-2021 HCEA Job Satisfaction Survey

Level	Elementary					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	ESP					
Work in Special Ed	Yes					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	26	67	10	16	7	126
	21.8%	56.3%	8.4%	13.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	32	69	8	16	1	126
	25.6%	55.2%	6.4%	12.8%		
3. I personally feel successful in my work.	30	75	4	17		126
	23.8%	59.5%	3.2%	13.5%		
4. I feel involved in decision-making at my school/worksite.	11	55	16	31	13	126
	9.7%	48.7%	14.2%	27.4%		
5. I want to be involved in decision-making at my school/worksite.	17	85	1	8	14	125
	15.3%	76.6%	0.9%	7.2%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	25	63	11	20	6	125
	21.0%	52.9%	9.2%	16.8%		
7. In my school/worksite, I am treated as a professional.	36	70	4	15	1	126
	28.8%	56.0%	3.2%	12.0%		
8. There is good teamwork among staff in my school/worksite.	41	71	3	9	1	125
	33.1%	57.3%	2.4%	7.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	62	12	23	14	126
	13.4%	55.4%	10.7%	20.5%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	26	71	2	13	14	126
	23.2%	63.4%	1.8%	11.6%		
11. My work performance is evaluated fairly.	32	73	4	9	8	126
	27.1%	61.9%	3.4%	7.6%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	21	72	6	24	2	125
	17.1%	58.5%	4.9%	19.5%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	7	24	2	8	80	121
	17.1%	58.5%	4.9%	19.5%		
14. My administrators/supervisors respect the negotiated contracts.	39	68	2	12	3	124
	32.2%	56.2%	1.7%	9.9%		
15. My planning time is respected by my school administrations/supervisors.	23	57	3	5	37	125
	26.1%	64.8%	3.4%	5.7%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	27	58	4	11	25	125
	27.0%	58.0%	4.0%	11.0%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	17	50	5	30	23	125
	16.7%	49.0%	4.9%	29.4%		
18. Too much instructional time is spent administering assessments.	7	26	3	38	49	123
	9.5%	35.1%	4.1%	51.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	13	70	9	27	7	126
	10.9%	58.8%	7.6%	22.7%		
20. Increased workload has contributed to a decline in my morale.	12	54	4	41	14	125
	10.8%	48.6%	3.6%	36.9%		
21. I am paid fairly.	3	38	28	54	1	124
	2.4%	30.9%	22.8%	43.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	24	59	14	21	5	123
	20.3%	50.0%	11.9%	17.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	65	19	28	3	124
	7.4%	53.7%	15.7%	23.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	37	69	7	8	4	125
	30.6%	57.0%	5.8%	6.6%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	17	77	5	12	14	125
	15.3%	69.4%	4.5%	10.8%		
26. In my position, I receive appropriate and adequate support and training.	25	67	3	30	1	126
	20.0%	53.6%	2.4%	24.0%		
27. During this current school year, I have experienced harassing behavior from colleagues.	2	3	73	35	12	125
	1.8%	2.7%	64.6%	31.0%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	5	76	33	9	125
	1.7%	4.3%	65.5%	28.4%		
29. During this current school year, I have experienced harassing behavior from parents.	5	8	60	37	15	125
	4.5%	7.3%	54.5%	33.6%		
30. At my school I spend most of my PIP time on non-instructional activities.		6	6	20	92	124
	0.0%	18.8%	18.8%	62.5%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	19		4	98	124
	11.5%	73.1%	0.0%	15.4%		
32. In my school, I spend too much time in meetings.	7	25	8	61	24	125
	6.9%	24.8%	7.9%	60.4%		
33. In my school, there is adequate support for special education students.	13	49	19	43	2	126
	10.5%	39.5%	15.3%	34.7%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	22	80	3	16	4	125
	18.2%	66.1%	2.5%	13.2%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	26	75	7	14	4	126
	21.3%	61.5%	5.7%	11.5%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	23	85	6	10	1	125
	18.5%	68.5%	4.8%	8.1%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	17	74	15	20		126
	13.5%	58.7%	11.9%	15.9%		

2020-2021 HCEA Job Satisfaction Survey

38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	24	82	4	11	6	127
	19.8%	67.8%	3.3%	9.1%		
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	8	32	12	70	5	127
	6.6%	26.2%	9.8%	57.4%		
40. In my class, I feel that students are engaged in virtual learning	16	83	7	18	3	127
	12.9%	66.9%	5.6%	14.5%		
41. Student behavior online is disruptive to learning.	9	36	12	62	8	127
	7.6%	30.3%	10.1%	52.1%		
42. I am worried that students who are online are not actively engaged in class.	9	64	6	40	7	126
	7.6%	53.8%	5.0%	33.6%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	17	75	2	18	15	127
	15.2%	67.0%	1.8%	16.1%		
44. I feel that I have the curricular resources and support I need to do my job this year.	17	76	4	17	12	126
	14.9%	66.7%	3.5%	14.9%		

2020-2021 HCEA Job Satisfaction Survey

Level	Middle					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	ESP					
Work in Special Ed	Yes					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	12	32	1	9	2	56
	22.2%	59.3%	1.9%	16.7%		
2. There is an atmosphere of open communication and trust in my school/worksite.	17	25	2	10		54
	31.5%	46.3%	3.7%	18.5%		
3. I personally feel successful in my work.	12	38	1	5		56
	21.4%	67.9%	1.8%	8.9%		
4. I feel involved in decision-making at my school/worksite.	4	27	7	12	5	55
	8.0%	54.0%	14.0%	24.0%		
5. I want to be involved in decision-making at my school/worksite.	7	37		6	6	56
	14.0%	74.0%	0.0%	12.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	27	4	10	2	56
	24.1%	50.0%	7.4%	18.5%		
7. In my school/worksite, I am treated as a professional.	22	28	1	5		56
	39.3%	50.0%	1.8%	8.9%		
8. There is good teamwork among staff in my school/worksite.	21	35		1		57
	36.8%	61.4%	0.0%	1.8%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	30	4	8	8	55
	10.6%	63.8%	8.5%	17.0%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	12	27	1	3	11	54
	27.9%	62.8%	2.3%	7.0%		
11. My work performance is evaluated fairly.	11	31	3	7	4	56
	21.2%	59.6%	5.8%	13.5%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	31	3	12	4	57
	13.2%	58.5%	5.7%	22.6%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	4	15			36	55
	21.1%	78.9%	0.0%	0.0%		
14. My administrators/supervisors respect the negotiated contracts.	17	33		3	1	54
	32.1%	62.3%	0.0%	5.7%		
15. My planning time is respected by my school administrations/supervisors.	11	22	1	5	18	57
	28.2%	56.4%	2.6%	12.8%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	12	22	1	6	14	55
	29.3%	53.7%	2.4%	14.6%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	6	19	3	16	13	57
	13.6%	43.2%	6.8%	36.4%		
18. Too much instructional time is spent administering assessments.	2	13	1	27	14	57
	4.7%	30.2%	2.3%	62.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	4	31	7	11	2	55
	7.5%	58.5%	13.2%	20.8%		
20. Increased workload has contributed to a decline in my morale.	4	14	1	25	12	56
	9.1%	31.8%	2.3%	56.8%		
21. I am paid fairly.	2	14	17	23		56
	3.6%	25.0%	30.4%	41.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	34	2	10	2	56
	14.8%	63.0%	3.7%	18.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	30	3	11	4	54
	12.0%	60.0%	6.0%	22.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	18	34		2	1	55
	33.3%	63.0%	0.0%	3.7%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	37	3	6	3	57
	14.8%	68.5%	5.6%	11.1%		
26. In my position, I receive appropriate and adequate support and training.	7	32	6	10	2	57
	12.7%	58.2%	10.9%	18.2%		
27. During this current school year, I have experienced harassing behavior from colleagues.		2	32	21	1	56
	0.0%	3.6%	58.2%	38.2%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		3	34	19		56
	0.0%	5.4%	60.7%	33.9%		
29. During this current school year, I have experienced harassing behavior from parents.		1	24	24	8	57
	0.0%	2.0%	49.0%	49.0%		
30. At my school I spend most of my PIP time on non-instructional activities.		3	3	6	43	55
	0.0%	25.0%	25.0%	50.0%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		14	1	2	40	57
	0.0%	82.4%	5.9%	11.8%		
32. In my school, I spend too much time in meetings.	2	8	6	30	11	57
	4.3%	17.4%	13.0%	65.2%		
33. In my school, there is adequate support for special education students.	14	26	5	12		57
	24.6%	45.6%	8.8%	21.1%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	9	41	1	3	2	56
	16.7%	75.9%	1.9%	5.6%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	12	37		6		55
	21.8%	67.3%	0.0%	10.9%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	11	36		8		55
	20.0%	65.5%	0.0%	14.5%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	11	29	3	11	2	56
	20.4%	53.7%	5.6%	20.4%		
38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	11	38	1	4	2	56
	20.4%	70.4%	1.9%	7.4%		

2020-2021 HCEA Job Satisfaction Survey

39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.	1	16	1	28	8	54
	2.2%	34.8%	2.2%	60.9%		
40. In my class, I feel that students are engaged in virtual learning	4	32	2	17		55
	7.3%	58.2%	3.6%	30.9%		
41. Student behavior online is disruptive to learning.		6	8	37	3	54
	0.0%	11.8%	15.7%	72.5%		
42. I am worried that students who are online are not actively engaged in class.	11	28	1	12	1	53
	21.2%	53.8%	1.9%	23.1%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	7	29	5	7	6	54
	14.6%	60.4%	10.4%	14.6%		
44. I feel that I have the curricular resources and support I need to do my job this year.	9	28	2	10	8	57
	18.4%	57.1%	4.1%	20.4%		

2020-2021 HCEA Job Satisfaction Survey

Level	High					
Worksite	(All)					
Profession	(All)					
Bargaining Unit	ESP					
Work in Special Ed	Yes					
Year started in HCPSS	(All)					
Age Bracket	(All)					
Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total
1. Overall, morale at my worksite is good	3	22	1	4	2	32
	10.0%	73.3%	3.3%	13.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	4	21	1	5	2	33
	12.9%	67.7%	3.2%	16.1%		
3. I personally feel successful in my work.	9	20		4		33
	27.3%	60.6%	0.0%	12.1%		
4. I feel involved in decision-making at my school/worksite.	2	8	6	10	6	32
	7.7%	30.8%	23.1%	38.5%		
5. I want to be involved in decision-making at my school/worksite.	6	17		5	5	33
	21.4%	60.7%	0.0%	17.9%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	20	5	5	1	33
	6.3%	62.5%	15.6%	15.6%		
7. In my school/worksite, I am treated as a professional.	5	24	1	3		33
	15.2%	72.7%	3.0%	9.1%		
8. There is good teamwork among staff in my school/worksite.	5	24		3	1	33
	15.6%	75.0%	0.0%	9.4%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	18	1	6	7	33
	3.8%	69.2%	3.8%	23.1%		
10. My working environment (i.e. safety, cleanliness) is conducive to success. Interpretative Statement: If you are currently working in the building, please rate the safety/cleanliness of the building. If you are working from home, please rate how well (or how poorly) your virtual classroom at home is conducive to success.	6	14	1	2	9	32
	26.1%	60.9%	4.3%	8.7%		
11. My work performance is evaluated fairly.	6	18	2	6	1	33
	18.8%	56.3%	6.3%	18.8%		

2020-2021 HCEA Job Satisfaction Survey

12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	15	4	6	4	33
	13.8%	51.7%	13.8%	20.7%		
13. I am provided adequate work and storage space to prepare for and do my job. Interpretative statement: If you are working from home, this question does not apply to you.	3	8	1	1	18	31
	23.1%	61.5%	7.7%	7.7%		
14. My administrators/supervisors respect the negotiated contracts.	6	21		2	2	31
	20.7%	72.4%	0.0%	6.9%		
15. My planning time is respected by my school administrations/supervisors.	1	9	1	1	20	32
	8.3%	75.0%	8.3%	8.3%		
16. In my school, administrators/supervisors support me in enforcing discipline. Interpretative statement: Please interpret this question as "In my school, administrators/supervisors support me in addressing student misbehavior."	1	16	2	6	8	33
	4.0%	64.0%	8.0%	24.0%		
17. In my school, student misbehavior interferes with learning. Interpretative statement: For this question, "school" refers to your classroom.	3	16		7	6	32
	11.5%	61.5%	0.0%	26.9%		
18. Too much instructional time is spent administering assessments.	3	8		8	13	32
	15.8%	42.1%	0.0%	42.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	2	15	3	12		32
	6.3%	46.9%	9.4%	37.5%		
20. Increased workload has contributed to a decline in my morale.	2	7		15	9	33
	8.3%	29.2%	0.0%	62.5%		
21. I am paid fairly.	1	7	8	17		33
	3.0%	21.2%	24.2%	51.5%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	26		6		33
	3.0%	78.8%	0.0%	18.2%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	18		11	2	33
	6.5%	58.1%	0.0%	35.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	20		3	2	33
	25.8%	64.5%	0.0%	9.7%		

2020-2021 HCEA Job Satisfaction Survey

25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	18	1	4	7	33
	11.5%	69.2%	3.8%	15.4%		
26. In my position, I receive appropriate and adequate support and training.	2	18	2	10	1	33
	6.3%	56.3%	6.3%	31.3%		
27. During this current school year, I have experienced harassing behavior from colleagues.			15	14	3	32
	0.0%	0.0%	51.7%	48.3%		
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	16	12	3	33
	0.0%	6.7%	53.3%	40.0%		
29. During this current school year, I have experienced harassing behavior from parents.	2		14	13	4	33
	6.9%	0.0%	48.3%	44.8%		
30. At my school I spend most of my PIP time on non-instructional activities.		2	1		30	33
	0.0%	66.7%	33.3%	0.0%		
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	4		3	25	33
	12.5%	50.0%	0.0%	37.5%		
32. In my school, I spend too much time in meetings.	2	5	2	17	7	33
	7.7%	19.2%	7.7%	65.4%		
33. In my school, there is adequate support for special education students.	2	13	5	13		33
	6.1%	39.4%	15.2%	39.4%		
34. My administrator/supervisor provides people working from home with flexibility in their workday.	6	21	1	2	3	33
	20.0%	70.0%	3.3%	6.7%		
35. My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.	5	21	1	4	2	33
	16.1%	67.7%	3.2%	12.9%		
36. Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.	6	15		11	1	33
	18.8%	46.9%	0.0%	34.4%		
37. Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.	6	14	2	10	1	33
	18.8%	43.8%	6.3%	31.3%		

2020-2021 HCEA Job Satisfaction Survey

38. HCPSS has provided the software I need to do my job and collaborate with colleagues.	8	19		3	3	33
	26.7%	63.3%	0.0%	10.0%		
39. The software and online services provided by HCPSS to do my job are difficult and/or time-consuming to use.		8	3	17	4	32
	0.0%	28.6%	10.7%	60.7%		
40. In my class, I feel that students are engaged in virtual learning	4	14	1	10	3	32
	13.8%	48.3%	3.4%	34.5%		
41. Student behavior online is disruptive to learning.	1	5	8	16	2	32
	3.3%	16.7%	26.7%	53.3%		
42. I am worried that students who are online are not actively engaged in class.	8	13	2	6	3	32
	27.6%	44.8%	6.9%	20.7%		
43. The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.	5	18		4	6	33
	18.5%	66.7%	0.0%	14.8%		
44. I feel that I have the curricular resources and support I need to do my job this year.	2	21	1	1	7	32
	8.0%	84.0%	4.0%	4.0%		