

2021-2022 HCEA Job Satisfaction Survey

ATHOLTON HS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	31	19	36		89	38.2%	61.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	40	11	32	1	88	50.6%	49.4%
3. I personally feel successful in my work.	9	56	5	19		89	73.0%	27.0%
4. I feel involved in decision-making at my school/worksite.	5	22	17	41	1	86	31.8%	68.2%
5. I want to be involved in decision-making at my school/worksite.	19	56	2	9	3	89	87.2%	12.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	43	11	18	2	87	65.9%	34.1%
7. In my school/worksite, I am treated as a professional.	16	53	4	14		87	79.3%	20.7%
8. There is good teamwork among staff in my school/worksite.	12	50	6	19		87	71.3%	28.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	46	4	14	9	84	76.0%	24.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	47	10	24		88	61.4%	38.6%
11. My work performance is evaluated fairly.	12	55	6	14		87	77.0%	23.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	23	26	31	2	87	32.9%	67.1%
13. I am provided adequate work and storage space to prepare for and do my job.	21	56	1	8		86	89.5%	10.5%
14. My administrators/supervisors respect the negotiated contracts.	21	55	3	5	1	85	90.5%	9.5%
15. My planning time is respected by my school administrations/supervisors.	18	53	1	6	9	87	91.0%	9.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	30	15	24	9	85	48.7%	51.3%
17. In my school, student misbehavior interferes with learning.	20	51	2	12	3	88	83.5%	16.5%
18. Too much instructional time is spent administering assessments.	14	41	3	21	9	88	69.6%	30.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	21	26	36	3	87	26.2%	73.8%
20. Increased workload has contributed to a decline in my morale.	42	33		11	1	87	87.2%	12.8%
21. I am paid fairly.	6	24	26	32		88	34.1%	65.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	23	22	38	3	88	29.4%	70.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		15	40	32	1	88	17.2%	82.8%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	48	4	9	1	87	84.9%	15.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	53	7	13	9	87	74.4%	25.6%
26. In my position, I receive appropriate and adequate support and training.	2	49	9	25		85	60.0%	40.0%

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27. During this current school year, I have experienced harassing behavior from colleagues.	5	4	35	42	2	88	10.5%	89.5%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		7	34	44	2	87	8.2%	91.8%
29. During this current school year, I have experienced harassing behavior from parents.	8	21	20	37	2	88	33.7%	66.3%
30. At my school I spend most of my PIP time on non-instructional activities.	1	17	9	42	19	88	26.1%	73.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	39	2	20	19	85	66.7%	33.3%
32. In my school, I spend too much time in meetings.	3	14	6	57	7	87	21.3%	78.8%
33. In my school, there is adequate support for special education students.	5	35	17	27	4	88	47.6%	52.4%