# 2021-2022 HCEA Job Satisfaction Survey Trend Report

| Atholton Elementary School | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 | 21-22 | 21-22 Overall-ES | 21-22 Overall-All |
|---|---|---|---|---|---|---|---|---|---|
| Overall, morale at my school/worksite is good. | 97.1% | 96.8% | 6.7% | 48.5% | 19.4% | 48.9% | 57.6% | 54.4% | 48.1% |
| There is an atmosphere of open communication and trust in my school/worksite. | 94.1% | 93.5% | 16.7% | 42.4% | 14.3% | 48.9% | 69.7% | 71.5% | 65.0% |
| I personally feel successful in my work. | 97.1% | 90.0% | 60.0% | 81.8% | 72.2% | 76.6% | 78.8% | 75.6% | 75.2% |
| I feel involved in decision-making at my school/worksite. | 73.5% | 87.1% | 23.3% | 39.4% | 30.6% | 61.7% | 67.7% | 61.8% | 54.5% |
| I want to be involved in decision-making at my school/worksite. | 90.9% | 93.3% | 90.0% | 93.9% | 94.4% | 89.3% | 90.0% | 91.3% | 88.7% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 91.2% | 90.3% | 30.0% | 39.4% | 25.0% | 61.7% | 74.2% | 74.8% | 69.9% |
| In my school/worksite, I am treated as a professional | 96.9% | 100.0% | 50.0% | 75.8% | 63.9% | 85.1% | 90.6% | 89.6% | 85.0% |
| There is good teamwork among staff in my school/worksite. | 100.0% | 96.8% | 82.8% | 84.4% | 83.3% | 74.4% | 87.5% | 86.8% | 83.4% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 82.4% | 88.9% | 67.9% | 72.4% | 66.7% | 63.8% | 86.7% | 73.6% | 72.3% |
| My working enviornment (i.e. safety, cleanliness) is conductive to success | 88.2% | 93.5% | 70.0% | 78.8% | 58.3% | 68.0% | 66.7% | 67.2% | 65.1% |
| My work performance is evaluated fairly. | 94.1% | 90.3% | 75.9% | 90.6% | 83.3% | 89.1% | 100.0% | 91.8% | 89.2% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 63.6% | 64.5% | 17.9% | 48.5% | 27.8% | 42.5% | 58.6% | 45.6% | 44.2% |
| I am provided adequate work and storage space to prepare for and do my job. | 88.2% | 96.8% | 80.0% | 87.9% | 77.8% | 70.2% | 75.8% | 82.0% | 83.2% |
| My administrators/supervisors respect the negotiated contracts | 100.0% | 100.0% | 80.0% | 90.9% | 86.1% | 97.8% | 96.7% | 92.7% | 91.9% |
| My planning time is respected by my school administrators/supervisors | 100.0% | 92.6% | 62.1% | 58.6% | 44.4% | 72.3% | 92.3% | 87.2% | 83.6% |
| In my school, administrators/supervisors support me in enforcing discipline | 93.9% | 93.3% | 38.5% | 67.7% | 44.4% | 73.9% | 96.3% | 81.0% | 72.0% |
| In my school, student misbehavior interferes with learning. | 32.3% | 14.3% | 86.7% | 64.5% | 80.6% | 76.6% | 50.0% | 63.8% | 63.5% |
| Too much instructional time is spent administering assessments. | 74.1% | 80.0% | 87.5% | 66.7% | 70.6% | 31.9% | 75.0% | 69.5% | 66.7% |
| HCPSS professional development experiences are meaningful and worthwhile | 61.8% | 55.6% | 41.4% | 54.5% | 47.2% | 38.3% | 41.4% | 42.4% | 39.6% |
| Increased workload has contributed to a decline in my morale. | 51.5% | 51.9% | 86.2% | 69.7% | 84.4% | 76.0% | 81.3% | 80.0% | 79.4% |
| I am paid fairly. | 44.1% | 48.4% | 50.0% | 60.6% | 36.1% | 51.0% | 45.5% | 30.6% | 33.7% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 57.6% | 40.0% | 6.7% | 100.0% | 100.0% | 57.4% | 37.5% | 47.1% | 43.7% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 41.2% | 30.0% | 69.0% | 90.3% | 80.0% | 32.6% | 25.0% | 29.7% | 27.9% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 93.8% | 93.3% | 96.7% | 100.0% | 100.0% | 73.3% | 90.9% | 88.5% | 86.2% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 79.4% | 82.1% | 75.0% | 77.4% | 80.0% | 74.4% | 82.1% | 75.3% | 70.9% |
| In my position, I receive appropriate and adequate support and training | 85.3% | 83.9% | 60.0% | 81.8% | 77.1% | 59.5% | 63.6% | 71.3% | 70.0% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 0.0% | 0.0% | 6.7% | 6.5% | 5.6% | 2.1% | 6.1% | 8.4% | 8.6% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 0.0% | 3.4% | 6.7% | 6.3% | 13.9% | 10.6% | 9.1% | 4.2% | 6.1% |
| In the last 12 months, I have experienced harassing behavior from parents | 8.8% | 6.9% | 16.7% | 12.9% | 22.2% | 17.3% | 16.1% | 19.5% | 23.7% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 26.9% | 21.7% | 22.7% | 35.6% | 37.9% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 69.2% | 68.1% | 100.0% | 83.0% | 74.6% |
| In my school, I spend too much time in meetings. | | | | | | 57.4% | 16.7% | 38.7% | 34.9% |
| In my school, there is adequate support for special education students. | | | | | | 13.0% | 40.0% | 24.1% | 33.8% |
| Participants | 34 | 31 | 30 | 33 | 36 out of 60 | 47 out of 59 | 33 of 55 | | |
| Principal | Denise Lancaster | Denise Lancaster | Shawna Holden | Shawna Holden | Shawna Holden | Shawna Holden | Shawna Holden | | |