

2021-2022 HCEA Job Satisfaction Survey

BOLLMAN BRIDGE ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	24	6	24		58	48.3%	51.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	38	1	15		56	71.4%	28.6%
3. I personally feel successful in my work.	6	35	1	16		58	70.7%	29.3%
4. I feel involved in decision-making at my school/worksite.	2	32	2	20	2	58	60.7%	39.3%
5. I want to be involved in decision-making at my school/worksite.	12	39		3	4	58	94.4%	5.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	36		14	2	58	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	12	40	2	4		58	89.7%	10.3%
8. There is good teamwork among staff in my school/worksite.	8	43	1	5		57	89.5%	10.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	26	5	19	4	56	53.8%	46.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	36	4	13		58	70.7%	29.3%
11. My work performance is evaluated fairly.	10	41		5	2	58	91.1%	8.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	15	20	17	2	55	30.2%	69.8%
13. I am provided adequate work and storage space to prepare for and do my job.	11	40	2	4		57	89.5%	10.5%
14. My administrators/supervisors respect the negotiated contracts.	8	44		4	1	57	92.9%	7.1%
15. My planning time is respected by my school administrations/supervisors.	4	30	2	10	10	56	73.9%	26.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	30	1	12	6	57	74.5%	25.5%
17. In my school, student misbehavior interferes with learning.	18	32	1	5	1	57	89.3%	10.7%
18. Too much instructional time is spent administering assessments.	11	27	1	9	9	57	79.2%	20.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	23	8	21	3	57	46.3%	53.7%
20. Increased workload has contributed to a decline in my morale.	25	27	1	5		58	89.7%	10.3%
21. I am paid fairly.	2	15	10	30		57	29.8%	70.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	15	14	20	1	57	39.3%	60.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	14	18	21	1	57	30.4%	69.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	38	1	3		57	93.0%	7.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	37	1	8	4	57	83.0%	17.0%
26. In my position, I receive appropriate and adequate support and training.	8	34	1	15		58	72.4%	27.6%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	36	20		58	3.4%	96.6%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			38	20		58	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	14	23	17	1	57	28.6%	71.4%
30. At my school I spend most of my PIP time on non-instructional activities.	3	13	3	22	17	58	39.0%	61.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	30	1	8	17	57	77.5%	22.5%
32. In my school, I spend too much time in meetings.	18	12	3	18	7	58	58.8%	41.2%
33. In my school, there is adequate support for special education students.	2	12	25	17	1	57	25.0%	75.0%