

2021-2022 HCEA Job Satisfaction Survey

BONNIE BRANCH MS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	13	11	25		50	28.0%	72.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	21	7	19		50	48.0%	52.0%
3. I personally feel successful in my work.	14	28		8		50	84.0%	16.0%
4. I feel involved in decision-making at my school/worksite.	2	14	8	24	2	50	33.3%	66.7%
5. I want to be involved in decision-making at my school/worksite.	11	31	2	5	1	50	85.7%	14.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	21	6	15		50	58.0%	42.0%
7. In my school/worksite, I am treated as a professional.	8	27		14		49	71.4%	28.6%
8. There is good teamwork among staff in my school/worksite.	15	25		10		50	80.0%	20.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	25	6	13	2	50	60.4%	39.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	21	11	13		50	52.0%	48.0%
11. My work performance is evaluated fairly.	9	32		6	3	50	87.2%	12.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	16	15	16		49	36.7%	63.3%
13. I am provided adequate work and storage space to prepare for and do my job.	12	32		4	1	49	91.7%	8.3%
14. My administrators/supervisors respect the negotiated contracts.	7	38		3	1	49	93.8%	6.3%
15. My planning time is respected by my school administrations/supervisors.	7	24	2	7	8	48	77.5%	22.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	22	6	12	6	50	59.1%	40.9%
17. In my school, student misbehavior interferes with learning.	11	20	3	14	1	49	64.6%	35.4%
18. Too much instructional time is spent administering assessments.	9	17	1	16	6	49	60.5%	39.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	16	16	14	1	50	38.8%	61.2%
20. Increased workload has contributed to a decline in my morale.	25	16		8	1	50	83.7%	16.3%
21. I am paid fairly.		16	12	21		49	32.7%	67.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	13	16	17	2	50	31.3%	68.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	10	17	19	2	49	23.4%	76.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	29		5	1	48	89.4%	10.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	30	3	7	4	47	76.7%	23.3%
26. In my position, I receive appropriate and adequate support and training.	5	30	3	12		50	70.0%	30.0%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	2	24	22		49	6.1%	93.9%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	6	24	17		50	18.0%	82.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	10	14	22	2	50	25.0%	75.0%
30. At my school I spend most of my PIP time on non-instructional activities.	3	14		23	10	50	42.5%	57.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	27		10	11	49	73.7%	26.3%
32. In my school, I spend too much time in meetings.	10	18		14	7	49	66.7%	33.3%
33. In my school, there is adequate support for special education students.	1	10	11	26	2	50	22.9%	77.1%