

2021-2022 HCEA Job Satisfaction Survey

CENTRAL OFFICE

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	7	27	12	25		71	47.9%	52.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	31	9	18		71	62.0%	38.0%
3. I personally feel successful in my work.	18	36	2	14	1	71	77.1%	22.9%
4. I feel involved in decision-making at my school/worksite.	8	32	8	21	2	71	58.0%	42.0%
5. I want to be involved in decision-making at my school/worksite.	16	44	2	2	6	70	93.8%	6.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	28	12	16		71	60.6%	39.4%
7. In my school/worksite, I am treated as a professional.	21	35	4	11		71	78.9%	21.1%
8. There is good teamwork among staff in my school/worksite.	26	33	2	8		69	85.5%	14.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	14	3	9	40	70	60.0%	40.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	36	3	13	2	70	76.5%	23.5%
11. My work performance is evaluated fairly.	19	33	5	7	6	70	81.3%	18.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	16	27	4	14	9	70	70.5%	29.5%
13. I am provided adequate work and storage space to prepare for and do my job.	22	46		1	2	71	98.6%	1.4%
14. My administrators/supervisors respect the negotiated contracts.	23	34	1	12	1	71	81.4%	18.6%
15. My planning time is respected by my school administrations/supervisors.	7	12		4	48	71	82.6%	17.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	3			65	69	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.		1			69	70	100.0%	0.0%
18. Too much instructional time is spent administering assessments.	2	1			67	70	100.0%	0.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	8	23	5	10	25	71	67.4%	32.6%
20. Increased workload has contributed to a decline in my morale.	12	26	8	19	6	71	58.5%	41.5%
21. I am paid fairly.	8	31	11	20	1	71	55.7%	44.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	15	28	8	16	4	71	64.2%	35.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	7	19	15	25	5	71	39.4%	60.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	38	2	10	6	71	81.5%	18.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	21	4	15	19	70	62.7%	37.3%
26. In my position, I receive appropriate and adequate support and training.	13	33	6	14	5	71	69.7%	30.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	3	2	38	23	5	71	7.6%	92.4%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	7	33	23	4	71	16.4%	83.6%
29. During this current school year, I have experienced harassing behavior from parents.	1	7	11	9	43	71	28.6%	71.4%
30. At my school I spend most of my PIP time on non-instructional activities.	1				70	71	100.0%	0.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1				70	71	100.0%	0.0%
32. In my school, I spend too much time in meetings.	2	6	1	7	55	71	50.0%	50.0%
33. In my school, there is adequate support for special education students.	2	1	2	2	64	71	42.9%	57.1%