

2021-2022 HCEA Job Satisfaction Survey

CRADLEROCK ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	9	19	3	14		45	62.2%	37.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	27	2	3		44	88.6%	11.4%
3. I personally feel successful in my work.	10	21	3	9		43	72.1%	27.9%
4. I feel involved in decision-making at my school/worksite.	11	17	5	9	3	45	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	11	27		3	4	45	92.7%	7.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	24	2	7		45	80.0%	20.0%
7. In my school/worksite, I am treated as a professional.	26	16	1	2		45	93.3%	6.7%
8. There is good teamwork among staff in my school/worksite.	24	17		3		44	93.2%	6.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	24	2	5	4	45	82.9%	17.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	23	3	6		45	80.0%	20.0%
11. My work performance is evaluated fairly.	15	23	2	2	3	45	90.5%	9.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	17	9	11	3	45	52.4%	47.6%
13. I am provided adequate work and storage space to prepare for and do my job.	9	24	9	3		45	73.3%	26.7%
14. My administrators/supervisors respect the negotiated contracts.	27	15		2	1	45	95.5%	4.5%
15. My planning time is respected by my school administrations/supervisors.	16	18		2	9	45	94.4%	5.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	18	21	1	3	2	45	90.7%	9.3%
17. In my school, student misbehavior interferes with learning.	14	20		10	1	45	77.3%	22.7%
18. Too much instructional time is spent administering assessments.	8	13		12	12	45	63.6%	36.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	20	4	16	1	45	54.5%	45.5%
20. Increased workload has contributed to a decline in my morale.	15	13	2	12	3	45	66.7%	33.3%
21. I am paid fairly.	2	11	14	18		45	28.9%	71.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	14	9	15	2	45	44.2%	55.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	10	10	20	2	45	30.2%	69.8%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	26		6	1	44	86.0%	14.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	29	2	6	1	44	81.4%	18.6%
26. In my position, I receive appropriate and adequate support and training.	11	23	2	9		45	75.6%	24.4%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	32	10		45	6.7%	93.3%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	37	6		45	4.4%	95.6%
29. During this current school year, I have experienced harassing behavior from parents.	3	2	25	13	2	45	11.6%	88.4%
30. At my school I spend most of my PIP time on non-instructional activities.	2	12	3	15	13	45	43.8%	56.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	21		2	15	45	93.3%	6.7%
32. In my school, I spend too much time in meetings.	5	9	5	24	2	45	32.6%	67.4%
33. In my school, there is adequate support for special education students.	4	8	20	12	1	45	27.3%	72.7%