2021-2022 HCEA Job Satisfaction Survey Trend Report

| Clemens Crossing ES | | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 | 21-22 | 21-22 | 21-22 |
|---|----------|--------|-----------|-----------|-----------|---------------|--------------|--------------|----------|----------|
| | | | | | | | | | Overall- | Overall- |
| | | 50.50/ | 04.40/ | 50.00/ | 00.00/ | == 40/ | 40.00/ | 01.10(| ES | All |
| Overall, morale at my school/worksite is good. | | 59.5% | 81.4% | 56.3% | 82.0% | 77.1% | 43.9% | | 54.40% | 48.10% |
| There is an atmosphere of open communication and trust in my school/worksite. | | 56.8% | 79.1% | 81.3% | 62.0% | 85.7% | 70.7% | | 71.50% | 65.00% |
| I personally feel successful in my work. | | 91.7% | 93.2% | 87.5% | 94.0% | 88.6% | 70.7% | | 75.60% | 75.20% |
| I feel involved in decision-making at my school/worksite. | | 38.9% | 70.5% | 50.0% | 71.4% | 66.7% | 51.2% | | 61.80% | 54.50% |
| I want to be involved in decision-making at my school/worksite. | | 97.2% | 90.9% | 87.1% | 85.7% | 84.8% | 87.8% | | 91.30% | 88.70% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | | 69.4% | 79.1% | 71.9% | 78.0% | 77.1% | 78.0% | | 74.80% | 69.90% |
| In my school/worksite, I am treated as a professional | | 70.3% | 86.0% | 93.5% | 98.0% | 88.6% | 85.3% | | 89.60% | 85.00% |
| There is good teamwork among staff in my school/worksite. | | 81.1% | 81.8% | 65.6% | 88.0% | 74.3% | 82.9% | 85.7% | 86.80% | 83.40% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | | 74.3% | 86.8% | 70.0% | 80.9% | 72.7% | 51.2% | 83.8% | 73.60% | 72.30% |
| My working enviornment (i.e. safety, cleanliness) is conductive to success | | 63.9% | 90.9% | 68.8% | 72.9% | 74.3% | 75.6% | 88.4% | 67.20% | 65.10% |
| My work performance is evaluated fairly. | | 62.2% | 78.6% | 83.9% | 89.8% | 100.0% | 97.5% | 100.0% | 91.80% | 89.20% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | | 56.8% | 63.6% | 50.0% | 64.6% | 69.7% | 43.9% | 48.8% | 45.60% | 44.20% |
| I am provided adequate work and storage space to prepare for and do my job. | | 89.2% | 95.3% | 93.8% | 93.9% | 100.0% | 90.2% | 81.0% | 82.00% | 83.20% |
| My administrators/supervisors respect the negotiated contracts | | 77.8% | 97.7% | 96.9% | 88.0% | 97.1% | 95.1% | 100.0% | 92.70% | 91.90% |
| My planning time is respected by my school administrators/supervisors | | 76.5% | 87.8% | 87.1% | 93.0% | 90.3% | 68.2% | 94.3% | 87.20% | 83.60% |
| In my school, administrators/supervisors support me in enforcing discipline | | 63.6% | 85.7% | 77.4% | 74.5% | 87.5% | 80.0% | 92.3% | 81.00% | 72.00% |
| In my school, student misbehavior interferes with learning. | | 38.2% | 35.0% | 20.0% | 20.4% | 35.3% | 53.6% | 22.5% | 63.80% | 63.50% |
| Too much instructional time is spent administering assessments. | | 78.8% | 84.2% | 73.3% | 34.0% | 48.4% | 53.6% | 68.4% | 69.50% | 66.70% |
| HCPSS professional development experiences are meaningful and worthwhile | | 32.4% | 40.5% | 16.1% | 27.1% | 36.4% | 26.8% | | | 39.60% |
| Increased workload has contributed to a decline in my morale. | | 62.2% | 58.1% | 77.4% | 52.1% | 54.3% | 80.4% | | | 79.40% |
| I am paid fairly. | | 51.4% | 40.9% | 65.6% | 66.0% | 45.7% | 48.7% | | 30.60% | 33.70% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | | 32.4% | 11.6% | 3.1% | 98.0% | 97.1% | 46.3% | | | 43.70% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | | 25.0% | 14.3% | 78.1% | 85.4% | 88.6% | 25.0% | | | 27.90% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | | 85.7% | 90.7% | 96.9% | 96.0% | 97.1% | 97.5% | | | 86.20% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | | 59.4% | 78.0% | 71.0% | 89.6% | 82.4% | 70.0% | | | 70.90% |
| In my position, I receive appropriate and adequate support and training | | 88.6% | 81.8% | 80.6% | 82.0% | 77.1% | 65.8% | | | 70.00% |
| In the last 12 months, I have experienced harassing behavior from colleagues | | 27.8% | 14.3% | 18.8% | 8.7% | 24.2% | 31.7% | | 8.40% | 8.60% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | | 13.9% | 7.0% | 3.2% | 8.7% | 2.9% | 7.3% | | 4.20% | 6.10% |
| In the last 12 months, I have experienced harassing behavior from parents | | 22.9% | 32.6% | 32.3% | 28.0% | 20.6% | 31.7% | | | 23.70% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 312,0 | 32.0% | 21.0% | | | 37.90% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | | 75.0% | 41.0% | | | 74.60% |
| In my school, I spend too much time in meetings. | | | | | | 3 3.376 | 17.5% | | | 34.90% |
| In my school, there is adequate support for special education students. | | | | | | | 0.0% | | 24.10% | |
| | icipants | 37 | 44 | 32 | 50 | 35 out of 55 | 41 out of 53 | 43 out of 61 | _ 1.10/0 | |
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