

2021-2022 HCEA Job Satisfaction Survey

DEEP RUN ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	10	49	4	21		84	70.2%	29.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	17	53	3	11		84	83.3%	16.7%
3. I personally feel successful in my work.	13	56	1	15		85	81.2%	18.8%
4. I feel involved in decision-making at my school/worksite.	6	46	8	19	5	84	65.8%	34.2%
5. I want to be involved in decision-making at my school/worksite.	19	57	1	2	5	84	96.2%	3.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	48	1	20	1	85	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	29	43		11		83	86.7%	13.3%
8. There is good teamwork among staff in my school/worksite.	32	46		6		84	92.9%	7.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	48	1	15	7	83	78.9%	21.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	35	11	28	1	84	53.0%	47.0%
11. My work performance is evaluated fairly.	27	47		9	2	85	89.2%	10.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	35	8	30	3	83	52.5%	47.5%
13. I am provided adequate work and storage space to prepare for and do my job.	19	51	1	13	1	85	83.3%	16.7%
14. My administrators/supervisors respect the negotiated contracts.	39	37		6	2	84	92.7%	7.3%
15. My planning time is respected by my school administrations/supervisors.	25	40	1	8	10	84	87.8%	12.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	16	40	2	16	10	84	75.7%	24.3%
17. In my school, student misbehavior interferes with learning.	15	35	2	24	9	85	65.8%	34.2%
18. Too much instructional time is spent administering assessments.	10	29	1	22	23	85	62.9%	37.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	38	5	35	2	84	51.2%	48.8%
20. Increased workload has contributed to a decline in my morale.	24	33	4	20	4	85	70.4%	29.6%
21. I am paid fairly.	2	23	17	43		85	29.4%	70.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	45	9	24		84	60.7%	39.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	26	21	34		84	34.5%	65.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	50	2	6	3	85	90.2%	9.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	14	41	5	20	5	85	68.8%	31.3%
26. In my position, I receive appropriate and adequate support and training.	19	50		15		84	82.1%	17.9%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	4	53	24	2	85	7.2%	92.8%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		3	56	24	2	85	3.6%	96.4%
29. During this current school year, I have experienced harassing behavior from parents.	1	9	36	37	2	85	12.0%	88.0%
30. At my school I spend most of my PIP time on non-instructional activities.	1	16	8	38	21	84	27.0%	73.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	45	3	5	23	84	86.9%	13.1%
32. In my school, I spend too much time in meetings.	9	23	7	44	1	84	38.6%	61.4%
33. In my school, there is adequate support for special education students.	5	19	25	31	5	85	30.0%	70.0%