

2021-2022 HCEA Job Satisfaction Survey

DUCKETTS LANE ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	26	1	9		38	73.7%	26.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	28		6		38	84.2%	15.8%
3. I personally feel successful in my work.	3	24	1	10		38	71.1%	28.9%
4. I feel involved in decision-making at my school/worksite.	2	22	5	5	4	38	70.6%	29.4%
5. I want to be involved in decision-making at my school/worksite.	8	24		2	4	38	94.1%	5.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	26	2	4	1	36	82.9%	17.1%
7. In my school/worksite, I am treated as a professional.	12	23		3		38	92.1%	7.9%
8. There is good teamwork among staff in my school/worksite.	14	20		4		38	89.5%	10.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	25	1	4	3	38	85.7%	14.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	20	2	5		38	81.6%	18.4%
11. My work performance is evaluated fairly.	11	20		2	5	38	93.9%	6.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	18	5	12	1	38	54.1%	45.9%
13. I am provided adequate work and storage space to prepare for and do my job.	10	21	1	6		38	81.6%	18.4%
14. My administrators/supervisors respect the negotiated contracts.	10	21		4	1	36	88.6%	11.4%
15. My planning time is respected by my school administrations/supervisors.	4	24		2	8	38	93.3%	6.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	23	1	5	4	38	82.4%	17.6%
17. In my school, student misbehavior interferes with learning.	6	21		9	2	38	75.0%	25.0%
18. Too much instructional time is spent administering assessments.	5	15	1	12	5	38	60.6%	39.4%
19. HCPSS professional development experiences are meaningful and worthwhile.		16	5	12	4	37	48.5%	51.5%
20. Increased workload has contributed to a decline in my morale.	13	15	1	8	1	38	75.7%	24.3%
21. I am paid fairly.		9	12	16		37	24.3%	75.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		23	5	10		38	60.5%	39.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		13	7	17	1	38	35.1%	64.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	27		5		38	86.8%	13.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	23	1	6	5	38	78.8%	21.2%
26. In my position, I receive appropriate and adequate support and training.	4	22	5	6	1	38	70.3%	29.7%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	22	11	1	37	8.3%	91.7%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	24	11	1	37	2.8%	97.2%
29. During this current school year, I have experienced harassing behavior from parents.	1	4	18	15		38	13.2%	86.8%
30. At my school I spend most of my PIP time on non-instructional activities.	1	8	4	13	10	36	34.6%	65.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	19		4	11	35	83.3%	16.7%
32. In my school, I spend too much time in meetings.	2	11	1	20	3	37	38.2%	61.8%
33. In my school, there is adequate support for special education students.	1	13	6	16	2	38	38.9%	61.1%