

2021-2022 HCEA Job Satisfaction Survey

DUNLOGGIN MS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	9	19	16		46	23.9%	76.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	13	11	19		45	33.3%	66.7%
3. I personally feel successful in my work.	5	28		12		45	73.3%	26.7%
4. I feel involved in decision-making at my school/worksite.	6	11	9	18	2	46	38.6%	61.4%
5. I want to be involved in decision-making at my school/worksite.	7	27		9	3	46	79.1%	20.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	20	8	15		46	50.0%	50.0%
7. In my school/worksite, I am treated as a professional.	9	22	2	12		45	68.9%	31.1%
8. There is good teamwork among staff in my school/worksite.	6	27	2	11		46	71.7%	28.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	8	15	17	3	45	23.8%	76.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	22	4	16		46	56.5%	43.5%
11. My work performance is evaluated fairly.	7	33		4	2	46	90.9%	9.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	8	13	20	2	46	25.0%	75.0%
13. I am provided adequate work and storage space to prepare for and do my job.	8	21	3	12	1	45	65.9%	34.1%
14. My administrators/supervisors respect the negotiated contracts.	10	31		5		46	89.1%	10.9%
15. My planning time is respected by my school administrations/supervisors.	4	16	5	16	5	46	48.8%	51.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	16	14	12	3	46	39.5%	60.5%
17. In my school, student misbehavior interferes with learning.	20	18	2	6		46	82.6%	17.4%
18. Too much instructional time is spent administering assessments.	5	21	2	11	6	45	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	15	7	22		46	37.0%	63.0%
20. Increased workload has contributed to a decline in my morale.	20	15	2	8	1	46	77.8%	22.2%
21. I am paid fairly.	3	16	11	15		45	42.2%	57.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	10	13	18		45	31.1%	68.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	6	17	20		45	17.8%	82.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	25	4	5	1	46	80.0%	20.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	21	3	10	5	46	68.3%	31.7%
26. In my position, I receive appropriate and adequate support and training.	3	23	4	15	1	46	57.8%	42.2%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	19	23	1	46	6.7%	93.3%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	4	18	22	1	46	11.1%	88.9%
29. During this current school year, I have experienced harassing behavior from parents.		16	15	14	1	46	35.6%	64.4%
30. At my school I spend most of my PIP time on non-instructional activities.	9	11	3	11	10	44	58.8%	41.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	10	8	16	9	44	31.4%	68.6%
32. In my school, I spend too much time in meetings.	2	4	3	34	3	46	14.0%	86.0%
33. In my school, there is adequate support for special education students.	3	6	11	24	1	45	20.5%	79.5%