

2021-2022 HCEA Job Satisfaction Survey

ELKRIDGE ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	32	3	25		61	54.1%	45.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	39	2	14		61	73.8%	26.2%
3. I personally feel successful in my work.	4	37	3	17		61	67.2%	32.8%
4. I feel involved in decision-making at my school/worksite.	4	22	9	22	3	60	45.6%	54.4%
5. I want to be involved in decision-making at my school/worksite.	8	45		4	3	60	93.0%	7.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	43	3	10		61	78.7%	21.3%
7. In my school/worksite, I am treated as a professional.	18	39	2	1	1	61	95.0%	5.0%
8. There is good teamwork among staff in my school/worksite.	15	41		5		61	91.8%	8.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	38	5	12	3	61	70.7%	29.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	33	4	17		59	64.4%	35.6%
11. My work performance is evaluated fairly.	10	37	1	9	4	61	82.5%	17.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	13	15	26	4	61	28.1%	71.9%
13. I am provided adequate work and storage space to prepare for and do my job.	8	44	2	6	1	61	86.7%	13.3%
14. My administrators/supervisors respect the negotiated contracts.	19	39		2	1	61	96.7%	3.3%
15. My planning time is respected by my school administrations/supervisors.	12	33		7	8	60	86.5%	13.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	17	36		2	5	60	96.4%	3.6%
17. In my school, student misbehavior interferes with learning.	15	40		5	1	61	91.7%	8.3%
18. Too much instructional time is spent administering assessments.	12	29		15	5	61	73.2%	26.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	20	8	29	2	61	37.3%	62.7%
20. Increased workload has contributed to a decline in my morale.	32	18		10	1	61	83.3%	16.7%
21. I am paid fairly.		12	22	27		61	19.7%	80.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	23	8	27	2	61	40.7%	59.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		16	14	30		60	26.7%	73.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	42	2	3	2	61	91.5%	8.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	41	1	10	6	60	79.6%	20.4%
26. In my position, I receive appropriate and adequate support and training.	3	43	1	12	1	60	78.0%	22.0%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	40	19		61	3.3%	96.7%

2021-2022 HCEA Job Satisfaction Survey

ELKRIDGE ES

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	2	38	17		61	9.8%	90.2%
29. During this current school year, I have experienced harassing behavior from parents.	2	14	17	27	1	61	26.7%	73.3%
30. At my school I spend most of my PIP time on non-instructional activities.	2	17	1	25	16	61	42.2%	57.8%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	30		11	17	60	74.4%	25.6%
32. In my school, I spend too much time in meetings.	9	13		36	3	61	37.9%	62.1%
33. In my school, there is adequate support for special education students.		19	12	26	3	60	33.3%	66.7%