

**2021-2022 HCEA Job Satisfaction Survey Trend Report**

| Elkridge Landing MS   | 14-15     | 15-16     | 16-17     | 17-18     | 18-19           | 19-20           | 21-22           | 21-22<br>Overall- MS | 21-22<br>Overall-<br>All |
|---|-----------|-----------|-----------|-----------|-----------------|-----------------|-----------------|----------------------|--------------------------|
| Overall, morale at my school/worksite is good.  | 82.9%     | 73.3%     | 45.5%     | 12.1%     | 41.3%           | 9.2%            | 25.0%           | 40.0%                | 48.1%                    |
| There is an atmosphere of open communication and trust in my school/worksite.                     | 82.9%     | 77.4%     | 57.6%     | 12.5%     | 37.0%           | 16.9%           | 35.7%           | 55.8%                | 65.0%                    |
| I personally feel successful in my work.  | 82.9%     | 87.1%     | 87.9%     | 93.9%     | 84.4%           | 70.3%           | 55.2%           | 73.6%                | 75.2%                    |
| I feel involved in decision-making at my school/worksite.   | 71.4%     | 58.6%     | 51.6%     | 28.1%     | 45.5%           | 36.9%           | 42.3%           | 47.9%                | 54.5%                    |
| I want to be involved in decision-making at my school/worksite.                                   | 91.2%     | 96.8%     | 97.0%     | 93.9%     | 88.9%           | 86.1%           | 82.4%           | 85.4%                | 88.7%                    |
| In my school/worksite, I can speak openly about important issues without fear of repercussions    | 82.9%     | 74.2%     | 69.7%     | 56.3%     | 53.3%           | 40.0%           | 44.6%           | 62.2%                | 69.9%                    |
| In my school/worksite, I am treated as a professional   | 88.6%     | 80.6%     | 81.8%     | 66.7%     | 78.3%           | 60.0%           | 65.5%           | 79.5%                | 85.0%                    |
| There is good teamwork among staff in my school/worksite.   | 85.3%     | 83.9%     | 66.7%     | 68.8%     | 55.6%           | 58.4%           | 74.1%           | 82.6%                | 83.4%                    |
| Non-instructional duties are assigned on an equitable basis in my school/worksite                 | 96.5%     | 76.7%     | 80.0%     | 76.7%     | 58.7%           | 49.2%           | 72.7%           | 65.8%                | 72.3%                    |
| My working environment (i.e. safety, cleanliness) is conducive to success                         | 91.4%     | 71.0%     | 63.6%     | 72.7%     | 78.3%           | 41.5%           | 56.1%           | 63.6%                | 65.1%                    |
| My work performance is evaluated fairly.  | 77.1%     | 74.2%     | 81.8%     | 90.3%     | 78.3%           | 80.0%           | 75.4%           | 86.4%                | 89.2%                    |
| I am provided adequate time during the workday to plan, prepare for and do my job.                | 40.0%     | 41.9%     | 33.3%     | 30.0%     | 28.3%           | 12.5%           | 19.3%           | 36.5%                | 44.2%                    |
| I am provided adequate work and storage space to prepare for and do my job.                       | 94.3%     | 96.8%     | 97.0%     | 97.0%     | 87.0%           | 75.3%           | 87.9%           | 83.8%                | 83.2%                    |
| My administrators/supervisors respect the negotiated contracts                                    | 91.4%     | 93.5%     | 93.9%     | 80.0%     | 88.9%           | 72.3%           | 86.0%           | 91.7%                | 91.9%                    |
| My planning time is respected by my school administrators/supervisors                             | 88.2%     | 82.1%     | 66.7%     | 71.4%     | 66.7%           | 44.6%           | 51.0%           | 75.9%                | 83.6%                    |
| In my school, administrators/supervisors support me in enforcing discipline                       | 85.7%     | 76.7%     | 25.0%     | 25.8%     | 60.9%           | 37.5%           | 60.4%           | 63.9%                | 72.0%                    |
| In my school, student misbehavior interferes with learning.                                       | 11.4%     | 61.3%     | 78.8%     | 78.8%     | 82.6%           | 87.6%           | 64.7%           | 65.0%                | 63.5%                    |
| Too much instructional time is spent administering assessments.                                   | 88.6%     | 90.0%     | 90.3%     | 73.3%     | 76.1%           | 66.1%           | 62.5%           | 60.8%                | 66.7%                    |
| HCPSS professional development experiences are meaningful and worthwhile                          | 45.7%     | 38.7%     | 36.4%     | 46.9%     | 56.5%           | 47.6%           | 26.3%           | 37.8%                | 39.6%                    |
| Increased workload has contributed to a decline in my morale.                                     | 80.0%     | 87.1%     | 75.8%     | 75.0%     | 69.6%           | 83.0%           | 80.7%           | 81.8%                | 79.4%                    |
| I am paid fairly.   | 45.7%     | 45.2%     | 51.5%     | 45.5%     | 39.1%           | 35.3%           | 28.1%           | 37.0%                | 33.7%                    |
| I have confidence in the leadership exhibited by the HCPSS Superintendent.                        | 39.4%     | 19.4%     | 6.3%      | 90.6%     | 95.7%           | 53.8%           | 42.1%           | 41.4%                | 43.7%                    |
| I have confidence in the leadership exhibited by the Howard County Board of Education.            | 28.6%     | 19.4%     | 63.3%     | 86.2%     | 82.6%           | 38.4%           | 24.1%           | 27.0%                | 27.9%                    |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).        | 90.9%     | 80.0%     | 93.8%     | 96.9%     | 89.1%           | 81.5%           | 76.4%           | 85.2%                | 86.2%                    |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 76.5%     | 73.3%     | 78.8%     | 77.4%     | 73.3%           | 64.0%           | 56.9%           | 67.7%                | 70.9%                    |
| In my position, I receive appropriate and adequate support and training                           | 74.3%     | 80.6%     | 81.8%     | 87.9%     | 68.9%           | 62.5%           | 63.8%           | 69.0%                | 70.0%                    |
| In the last 12 months, I have experienced harassing behavior from colleagues                      | 21.2%     | 17.9%     | 15.6%     | 29.0%     | 32.6%           | 20.0%           | 5.3%            | 8.7%                 | 8.6%                     |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors.     | 3.1%      | 7.1%      | 9.1%      | 18.2%     | 17.4%           | 20.0%           | 3.6%            | 7.7%                 | 6.1%                     |
| In the last 12 months, I have experienced harassing behavior from parents                         | 25.0%     | 48.3%     | 42.4%     | 45.5%     | 47.8%           | 30.7%           | 25.9%           | 26.9%                | 23.7%                    |
| At my school I spend most of my PIP time on non-instructional activities.                         |           |           |           |           | 34.2%           | 41.5%           | 58.5%           | 43.8%                | 37.9%                    |
| At my school our administrator includes time during PIP for teacher-initiated collaboration.      |           |           |           |           | 91.9%           | 60.0%           | 59.5%           | 73.3%                | 74.6%                    |
| In my school, I spend too much time in meetings.  |           |           |           |           |                 | 50.7%           | 45.1%           | 35.0%                | 34.9%                    |
| In my school, there is adequate support for special education students.                           |           |           |           |           |                 | 20.0%           | 26.4%           | 35.7%                | 33.8%                    |
| Participants  | 35        | 31        | 33        | 33        | 46 out of 89    | 65 out of 83    | 61 out of 80    |                      |                          |
| Principal   | Gina Cash | Gina Cash | Gina Cash | Gina Cash | David Strothers | David Strothers | David Strothers |                      |                          |