

2021-2022 HCEA Job Satisfaction Survey

GLENELG HS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	7	34	8	20		69	59.4%	40.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	42	2	13	1	69	77.9%	22.1%
3. I personally feel successful in my work.	19	38	3	9		69	82.6%	17.4%
4. I feel involved in decision-making at my school/worksite.	7	27	6	26	3	69	51.5%	48.5%
5. I want to be involved in decision-making at my school/worksite.	13	44	1	8	2	68	86.4%	13.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	43	6	4		69	85.5%	14.5%
7. In my school/worksite, I am treated as a professional.	19	46	2	1		68	95.6%	4.4%
8. There is good teamwork among staff in my school/worksite.	19	36	2	12		69	79.7%	20.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	35	4	7	8	67	81.4%	18.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	41	5	7	1	69	82.4%	17.6%
11. My work performance is evaluated fairly.	19	45	3	2		69	92.8%	7.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	22	16	21	1	68	44.8%	55.2%
13. I am provided adequate work and storage space to prepare for and do my job.	16	46	1	5	1	69	91.2%	8.8%
14. My administrators/supervisors respect the negotiated contracts.	23	43		3		69	95.7%	4.3%
15. My planning time is respected by my school administrations/supervisors.	16	31	2	6	14	69	85.5%	14.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	36	1	12	11	69	77.6%	22.4%
17. In my school, student misbehavior interferes with learning.	3	17	8	34	7	69	32.3%	67.7%
18. Too much instructional time is spent administering assessments.	18	32	3	8	8	69	82.0%	18.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	9	29	24	5	69	17.2%	82.8%
20. Increased workload has contributed to a decline in my morale.	26	30	1	12		69	81.2%	18.8%
21. I am paid fairly.	1	24	14	29		68	36.8%	63.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	19	17	27	1	68	34.3%	65.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	11	28	25	2	67	18.5%	81.5%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	36	2	12	2	68	78.8%	21.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	32	1	21	8	69	63.9%	36.1%
26. In my position, I receive appropriate and adequate support and training.	8	38	3	20		69	66.7%	33.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	4	31	30	3	69	7.6%	92.4%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		5	31	30	3	69	7.6%	92.4%
29. During this current school year, I have experienced harassing behavior from parents.	6	23	14	24	2	69	43.3%	56.7%
30. At my school I spend most of my PIP time on non-instructional activities.	2	12	6	30	18	68	28.0%	72.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	27	5	11	20	68	66.7%	33.3%
32. In my school, I spend too much time in meetings.	3	12	5	43	6	69	23.8%	76.2%
33. In my school, there is adequate support for special education students.	11	35	1	10	11	68	80.7%	19.3%