

2021-2022 HCEA Job Satisfaction Survey

GLENWOOD MS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	10	6	12		30	40.0%	60.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	18	6	3		30	70.0%	30.0%
3. I personally feel successful in my work.	4	18		7		29	75.9%	24.1%
4. I feel involved in decision-making at my school/worksite.		15	6	8	1	30	51.7%	48.3%
5. I want to be involved in decision-making at my school/worksite.	9	18			3	30	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	18	3	4		30	76.7%	23.3%
7. In my school/worksite, I am treated as a professional.	8	16		6		30	80.0%	20.0%
8. There is good teamwork among staff in my school/worksite.	4	19	1	5		29	79.3%	20.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	20	1	2	2	30	89.3%	10.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	13	1	12		30	56.7%	43.3%
11. My work performance is evaluated fairly.	11	13		5	1	30	82.8%	17.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	7	10	10	1	30	31.0%	69.0%
13. I am provided adequate work and storage space to prepare for and do my job.	11	14	2	3		30	83.3%	16.7%
14. My administrators/supervisors respect the negotiated contracts.	8	19		3		30	90.0%	10.0%
15. My planning time is respected by my school administrations/supervisors.	3	16	2	3	6	30	79.2%	20.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	11	3	6	3	30	66.7%	33.3%
17. In my school, student misbehavior interferes with learning.	3	13	2	9	3	30	59.3%	40.7%
18. Too much instructional time is spent administering assessments.	4	15	1	6	4	30	73.1%	26.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	8	8	9	4	30	34.6%	65.4%
20. Increased workload has contributed to a decline in my morale.	17	10	1	1	1	30	93.1%	6.9%
21. I am paid fairly.	2	8	9	10		29	34.5%	65.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	14	4	9		30	56.7%	43.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	9	6	13		30	36.7%	63.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	16	4	4		30	73.3%	26.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	11	1	7	6	29	65.2%	34.8%
26. In my position, I receive appropriate and adequate support and training.	5	16	2	7		30	70.0%	30.0%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	3	14	11		29	13.8%	86.2%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	21	7		30	6.7%	93.3%
29. During this current school year, I have experienced harassing behavior from parents.		7	7	14		28	25.0%	75.0%
30. At my school I spend most of my PIP time on non-instructional activities.	2	6	1	14	7	30	34.8%	65.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		16		3	11	30	84.2%	15.8%
32. In my school, I spend too much time in meetings.	1	8	2	15	4	30	34.6%	65.4%
33. In my school, there is adequate support for special education students.	1	3	11	13	2	30	14.3%	85.7%