2021-2022 HCEA Job Satisfaction Survey Trend Report

Gorman Crossing ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22		21-22 Overall-All
Overall, morale at my school/worksite is good.	76.9%	63.6%	74.2%	87.5%	94.4%	97.5%	89.1%	ES 54.4%	48.1%
There is an atmosphere of open communication and trust in my school/worksite.	71.8%	56.8%			77.8%	85.0%	96.4%	3 , s	65.0%
I personally feel successful in my work.	89.7%	88.4%	ļ		77.8%	92.5%		7 2.070	75.2%
I feel involved in decision-making at my school/worksite.	59.0%	47.7%	54.8%	67.7%	77.8%	72.5%	77.4%	61.8%	54.5%
I want to be involved in decision-making at my school/worksite.	89.5%	93.0%	90.3%	87.5%	94.4%	85.0%	88.5%		88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	73.7%	59.1%	61.3%	75.0%	77.8%	85.0%	94.6%	74.8%	69.9%
In my school/worksite, I am treated as a professional	89.7%	81.8%	77.4%	87.5%	83.3%	87.5%	92.9%	89.6%	85.0%
There is good teamwork among staff in my school/worksite.	84.6%	60.5%	80.0%	78.1%	88.9%	92.5%	98.2%	86.8%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	77.8%	57.1%	58.6%	75.0%	73.3%	67.5%	83.0%	73.6%	72.3%
My working enviornment (i.e. safety, cleanliness) is conductive to success	89.7%	84.1%	89.7%	87.5%	72.2%	80.0%	87.5%		65.1%
My work performance is evaluated fairly.	84.2%	69.8%	83.9%	96.8%	81.3%	92.5%	92.6%	91.8%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	52.6%	39.5%	32.3%	60.0%	61.1%	57.5%	56.6%		44.2%
I am provided adequate work and storage space to prepare for and do my job.	87.2%	79.5%	90.3%	81.3%	83.3%	82.5%	87.0%	82.0%	83.2%
My administrators/supervisors respect the negotiated contracts	92.3%	86.0%	87.1%	93.8%	100.0%	97.4%	98.2%	92.7%	91.9%
My planning time is respected by my school administrators/supervisors	80.6%	72.5%	78.6%	81.5%	75.0%	82.5%	100.0%	87.2%	83.6%
In my school, administrators/supervisors support me in enforcing discipline	71.1%	68.4%	72.4%	66.7%	77.8%	77.5%	97.5%	81.0%	72.0%
In my school, student misbehavior interferes with learning.	51.3%	65.1%	53.3%	80.6%	66.7%	62.5%	23.9%	63.8%	63.5%
Too much instructional time is spent administering assessments.	97.4%	85.4%	76.7%	64.3%	66.7%	50.0%	75.7%	69.5%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	61.5%	63.4%	53.3%	61.3%	61.1%	55.0%	44.4%	42.4%	39.6%
Increased workload has contributed to a decline in my morale.	61.5%	70.5%	80.0%	77.4%	64.7%	57.5%	72.2%	80.0%	79.4%
I am paid fairly.	46.2%	29.5%	41.9%	50.0%	35.3%	40.0%	35.7%	30.6%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	48.7%	19.0%	20.7%	100.0%	100.0%	80.0%	60.7%	47.1%	43.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	43.6%	24.4%	72.4%	96.9%	94.1%	42.5%	31.5%	29.7%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.4%	92.9%	93.5%	100.0%	100.0%	97.5%	89.3%	88.5%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	76.9%	64.3%	71.0%	90.0%	72.2%	80.0%	78.3%	75.3%	70.9%
In my position, I receive appropriate and adequate support and training	89.7%	77.3%	77.4%	84.4%	72.2%	70.0%	78.6%	71.3%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues	18.4%	18.2%	19.4%	6.5%	33.3%	5.0%	1.8%	8.4%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.9%	11.9%	9.7%	9.7%	17.6%	5.0%	0.0%	4.2%	6.1%
In the last 12 months, I have experienced harassing behavior from parents	36.8%	25.0%	23.3%	34.4%	22.2%	27.5%	21.4%	19.5%	23.7%
At my school I spend most of my PIP time on non-instructional activities.					27.3%	26.3%	25.0%	35.6%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					90.9%	55.2%	97.1%	83.0%	74.6%
In my school, I spend too much time in meetings.						30.0%	22.9%	38.7%	34.9%
In my school, there is adequate support for special education students.						25.0%	44.0%	24.1%	33.8%
Participar	ts 39	44	31	32	19 out of 105	40 out of 91	56 out of 97		
Princip	Deborah Holmes Caldwell	Deborah Holmes	Deborah Holmes						