

2021-2022 HCEA Job Satisfaction Survey

HAMMOND MS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	15	11	19		46	34.8%	65.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	18	5	22		46	41.3%	58.7%
3. I personally feel successful in my work.	10	26	2	7		45	80.0%	20.0%
4. I feel involved in decision-making at my school/worksite.	3	14	10	17	2	46	38.6%	61.4%
5. I want to be involved in decision-making at my school/worksite.	6	33	2	5	1	47	84.8%	15.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	15	7	19	1	45	40.9%	59.1%
7. In my school/worksite, I am treated as a professional.	9	28	4	6		47	78.7%	21.3%
8. There is good teamwork among staff in my school/worksite.	13	26	3	4	1	47	84.8%	15.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	15	11	11	2	44	47.6%	52.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	23	6	8	1	46	68.9%	31.1%
11. My work performance is evaluated fairly.	5	25	3	4	8	45	81.1%	18.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	14	13	12	4	47	41.9%	58.1%
13. I am provided adequate work and storage space to prepare for and do my job.	11	29		6	1	47	87.0%	13.0%
14. My administrators/supervisors respect the negotiated contracts.	7	33		5	1	46	88.9%	11.1%
15. My planning time is respected by my school administrations/supervisors.	7	23	3	8	6	47	73.2%	26.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	6	12	19	2	44	26.2%	73.8%
17. In my school, student misbehavior interferes with learning.	8	25	3	8	1	45	75.0%	25.0%
18. Too much instructional time is spent administering assessments.	10	15	2	16	3	46	58.1%	41.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	9	17	5	45	35.0%	65.0%
20. Increased workload has contributed to a decline in my morale.	22	14		8	2	46	81.8%	18.2%
21. I am paid fairly.	1	11	18	17		47	25.5%	74.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	19	12	10		45	51.1%	48.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	15	11	17		46	39.1%	60.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	24	3	4	2	46	84.1%	15.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	23	5	12	3	46	60.5%	39.5%
26. In my position, I receive appropriate and adequate support and training.	4	25	6	9		44	65.9%	34.1%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	3	20	20	1	46	11.1%	88.9%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	3	17	24	1	47	10.9%	89.1%
29. During this current school year, I have experienced harassing behavior from parents.	3	5	14	24	1	47	17.4%	82.6%
30. At my school I spend most of my PIP time on non-instructional activities.	6	8	3	20	10	47	37.8%	62.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	18	9	6	8	45	59.5%	40.5%
32. In my school, I spend too much time in meetings.	2	5	3	32	2	44	16.7%	83.3%
33. In my school, there is adequate support for special education students.	2	9	13	20	2	46	25.0%	75.0%