

2021-2022 HCEA Job Satisfaction Survey

HANOVER HILL ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	6	22	3	28		59	47.5%	52.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	31	1	18		59	67.8%	32.2%
3. I personally feel successful in my work.	11	33	1	14		59	74.6%	25.4%
4. I feel involved in decision-making at my school/worksite.	7	32	2	16	2	59	68.4%	31.6%
5. I want to be involved in decision-making at my school/worksite.	17	36		5	1	59	91.4%	8.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	34	1	8		59	84.7%	15.3%
7. In my school/worksite, I am treated as a professional.	23	32	1	2	1	59	94.8%	5.2%
8. There is good teamwork among staff in my school/worksite.	20	30	2	7		59	84.7%	15.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	37		13	5	59	75.9%	24.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	31	2	12		59	76.3%	23.7%
11. My work performance is evaluated fairly.	26	28		2	2	58	96.4%	3.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	16	8	23	2	59	45.6%	54.4%
13. I am provided adequate work and storage space to prepare for and do my job.	18	29	4	7	1	59	81.0%	19.0%
14. My administrators/supervisors respect the negotiated contracts.	22	32	1	2	2	59	94.7%	5.3%
15. My planning time is respected by my school administrations/supervisors.	12	33	1	5	7	58	88.2%	11.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	34		9	4	59	83.6%	16.4%
17. In my school, student misbehavior interferes with learning.	6	27	4	18	2	57	60.0%	40.0%
18. Too much instructional time is spent administering assessments.	8	25	4	14	7	58	64.7%	35.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	27	4	20	3	58	56.4%	43.6%
20. Increased workload has contributed to a decline in my morale.	29	17	1	9	3	59	82.1%	17.9%
21. I am paid fairly.	2	12	17	27		58	24.1%	75.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	16	12	28		59	32.2%	67.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	13	17	26		59	27.1%	72.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	18	34	1	4		57	91.2%	8.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	39	2	9	1	58	80.7%	19.3%
26. In my position, I receive appropriate and adequate support and training.	8	33	2	15		58	70.7%	29.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	1	6	36	15	1	59	12.1%	87.9%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		40	17	1	59	1.7%	98.3%
29. During this current school year, I have experienced harassing behavior from parents.	3	10	21	24	1	59	22.4%	77.6%
30. At my school I spend most of my PIP time on non-instructional activities.	2	14	1	24	17	58	39.0%	61.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	29	1	9	18	59	75.6%	24.4%
32. In my school, I spend too much time in meetings.	6	7	3	40	3	59	23.2%	76.8%
33. In my school, there is adequate support for special education students.	3	8	29	16	3	59	19.6%	80.4%