

2021-2022 HCEA Job Satisfaction Survey

HOWARD HS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	19	45	44	111	19.1%	80.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	32	24	52	111	31.5%	68.5%
3. I personally feel successful in my work.	18	59	7	26	110	70.0%	30.0%
4. I feel involved in decision-making at my school/worksite.	6	28	26	45	110	32.4%	67.6%
5. I want to be involved in decision-making at my school/worksite.	29	52	5	19	110	77.1%	22.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	50	12	31	110	60.6%	39.4%
7. In my school/worksite, I am treated as a professional.	18	57	6	30	111	67.6%	32.4%
8. There is good teamwork among staff in my school/worksite.	14	59	12	24	109	67.0%	33.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	62	9	22	111	69.6%	30.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	40	25	39	111	42.3%	57.7%
11. My work performance is evaluated fairly.	20	72	3	15	110	83.6%	16.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	33	30	30	107	40.6%	59.4%
13. I am provided adequate work and storage space to prepare for and do my job.	24	64	8	13	111	80.7%	19.3%
14. My administrators/supervisors respect the negotiated contracts.	23	75	3	7	111	90.7%	9.3%
15. My planning time is respected by my school administrations/supervisors.	16	62	2	14	108	83.0%	17.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	26	25	46	109	29.7%	70.3%
17. In my school, student misbehavior interferes with learning.	48	45		13	111	87.7%	12.3%
18. Too much instructional time is spent administering assessments.	27	42	1	26	111	71.9%	28.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	21	37	42	110	24.0%	76.0%
20. Increased workload has contributed to a decline in my morale.	63	31	3	9	110	88.7%	11.3%
21. I am paid fairly.	2	28	35	46	111	27.0%	73.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	38	29	42	111	36.0%	64.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	23	44	41	110	22.0%	78.0%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	70	4	20	107	77.6%	22.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	45	14	34	111	53.4%	46.6%
26. In my position, I receive appropriate and adequate support and training.	4	57	14	35	111	55.5%	44.5%

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27. During this current school year, I have experienced harassing behavior from colleagues.	2	7	60	39	111	8.3%	91.7%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	9	52	44	111	11.9%	88.1%
29. During this current school year, I have experienced harassing behavior from parents.	8	29	26	42	111	35.2%	64.8%
30. At my school I spend most of my PIP time on non-instructional activities.	8	12	14	55	110	22.5%	77.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	50	6	25	111	63.5%	36.5%
32. In my school, I spend too much time in meetings.	5	27	10	61	111	31.1%	68.9%
33. In my school, there is adequate support for special education students.	3	25	36	40	111	26.9%	73.1%