

**2021-2022 HCEA Job Satisfaction Survey Trend Report**

<b>Hanover Hills ES</b>	<b>18-19</b>	<b>19-20</b>	<b>21-22</b>	<b>21-22 Overall- ES</b>	<b>21-22 Overall-All</b>
Overall, morale at my school/worksite is good.	100.0%	94.2%	47.5%	54.4%	48.1%
There is an atmosphere of open communication and trust in my school/worksite.	100.0%	96.1%	67.8%	71.5%	65.0%
I personally feel successful in my work.	100.0%	88.4%	74.6%	75.6%	75.2%
I feel involved in decision-making at my school/worksite.	100.0%	78.8%	68.4%	61.8%	54.5%
I want to be involved in decision-making at my school/worksite.	100.0%	88.4%	91.4%	91.3%	88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	100.0%	92.3%	84.7%	74.8%	69.9%
In my school/worksite, I am treated as a professional	100.0%	94.1%	94.8%	89.6%	85.0%
There is good teamwork among staff in my school/worksite.	100.0%	94.2%	84.7%	86.8%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	100.0%	73.0%	75.9%	73.6%	72.3%
My working environment (i.e. safety, cleanliness) is conducive to success	100.0%	100.0%	76.3%	67.2%	65.1%
My work performance is evaluated fairly.	100.0%	96.1%	96.4%	91.8%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	87.5%	68.6%	45.6%	45.6%	44.2%
I am provided adequate work and storage space to prepare for and do my job.	100.0%	98.0%	81.0%	82.0%	83.2%
My administrators/supervisors respect the negotiated contracts	100.0%	96.1%	94.7%	92.7%	91.9%
My planning time is respected by my school administrators/supervisors	100.0%	76.9%	88.2%	87.2%	83.6%
In my school, administrators/supervisors support me in enforcing discipline	100.0%	88.4%	83.6%	81.0%	72.0%
In my school, student misbehavior interferes with learning.	46.7%	59.6%	60.0%	63.8%	63.5%
Too much instructional time is spent administering assessments.	23.1%	39.2%	64.7%	69.5%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	68.8%	72.5%	56.4%	42.4%	39.6%
Increased workload has contributed to a decline in my morale.	13.3%	55.7%	82.1%	80.0%	79.4%
I am paid fairly.	37.5%	36.5%	24.1%	30.6%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	100.0%	78.8%	32.2%	47.1%	43.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	100.0%	58.8%	27.1%	29.7%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	100.0%	92.3%	91.2%	88.5%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	100.0%	84.3%	80.7%	75.3%	70.9%
In my position, I receive appropriate and adequate support and training	100.0%	84.3%	70.7%	71.3%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues	6.7%	9.6%	12.1%	8.4%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	0.0%	1.7%	4.2%	6.1%
In the last 12 months, I have experienced harassing behavior from parents	6.7%	9.8%	22.4%	19.5%	23.7%
At my school I spend most of my PIP time on non-instructional activities.	28.6%	17.3%	39.0%	35.6%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.	100.0%	55.7%	75.6%	83.0%	74.6%
In my school, I spend too much time in meetings.		36.5%	23.2%	38.7%	34.9%
In my school, there is adequate support for special education students.		32.6%	19.6%	24.1%	33.8%
Participants	16	52 out of 92	59 out of 117		
Principal	Troy Todd	Troy Todd	Troy Todd		