

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

<b>Homewood</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>	<b>21-22</b>	<b>21-22 Overall-All</b>
Overall, morale at my school/worksite is good.	83.9%	83.3%	76.9%	71.9%	63.0%	63.6%	61.9%	48.1%
There is an atmosphere of open communication and trust in my school/worksite.	83.9%	86.7%	76.9%	68.8%	60.9%	59.0%	63.5%	65.0%
I personally feel successful in my work.	86.7%	80.0%	76.9%	78.1%	71.7%	72.7%	71.4%	75.2%
I feel involved in decision-making at my school/worksite.	69.0%	63.3%	79.2%	74.2%	72.1%	52.2%	48.3%	54.5%
I want to be involved in decision-making at my school/worksite.	88.9%	96.6%	88.5%	96.9%	97.7%	95.4%	91.9%	88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	86.2%	83.3%	76.9%	68.8%	71.1%	68.1%	63.5%	69.9%
In my school/worksite, I am treated as a professional	90.0%	90.0%	92.3%	87.5%	80.4%	81.2%	87.1%	85.0%
There is good teamwork among staff in my school/worksite.	96.7%	90.0%	96.2%	90.6%	80.4%	81.8%	79.0%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	86.2%	75.9%	70.8%	64.5%	72.7%	74.4%	78.0%	72.3%
My working environment (i.e. safety, cleanliness) is conducive to success	93.3%	93.3%	96.2%	90.3%	63.0%	77.2%	77.8%	65.1%
My work performance is evaluated fairly.	80.6%	83.3%	92.3%	80.0%	82.6%	81.8%	95.1%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	50.0%	60.0%	54.2%	56.3%	56.8%	63.6%	79.4%	44.2%
I am provided adequate work and storage space to prepare for and do my job.	93.1%	96.7%	84.6%	87.5%	81.8%	93.1%	96.8%	83.2%
My administrators/supervisors respect the negotiated contracts	93.3%	90.0%	96.2%	96.8%	93.5%	88.3%	90.3%	91.9%
My planning time is respected by my school administrators/supervisors	70.4%	84.0%	85.0%	88.9%	82.1%	75.0%	89.1%	83.6%
In my school, administrators/supervisors support me in enforcing discipline	83.3%	65.5%	66.7%	67.7%	62.8%	56.8%	60.7%	72.0%
In my school, student misbehavior interferes with learning.	90.3%	96.6%	88.0%	96.7%	97.8%	93.1%	89.8%	63.5%
Too much instructional time is spent administering assessments.	79.3%	82.8%	72.0%	59.3%	78.4%	43.1%	38.0%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	51.6%	56.7%	30.8%	56.3%	45.5%	63.6%	46.7%	39.6%
Increased workload has contributed to a decline in my morale.	43.3%	56.7%	52.0%	39.3%	33.3%	20.9%	40.7%	79.4%
I am paid fairly.	51.6%	43.3%	57.7%	50.0%	45.7%	50.0%	34.9%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	65.5%	33.3%	20.0%	87.1%	80.0%	90.9%	50.8%	43.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	62.1%	43.3%	76.9%	79.3%	83.7%	81.8%	43.9%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	86.7%	93.1%	96.0%	96.7%	91.3%	86.3%	88.9%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	64.5%	70.0%	76.0%	68.8%	71.1%	77.2%	71.7%	70.9%
In my position, I receive appropriate and adequate support and training	80.6%	83.3%	92.3%	83.9%	82.2%	81.8%	80.3%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues	7.7%	14.8%	12.0%	10.7%	22.0%	6.8%	12.7%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3.6%	3.8%	8.0%	3.4%	12.2%	2.3%	6.5%	6.1%
In the last 12 months, I have experienced harassing behavior from parents	14.3%	22.2%	12.0%	17.2%	20.0%	6.8%	8.2%	23.7%
At my school I spend most of my PIP time on non-instructional activities.					38.5%	34.0%	18.6%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					80.6%	74.4%	80.0%	74.6%
In my school, I spend too much time in meetings.						43.1%	21.3%	34.9%
In my school, there is adequate support for special education students.						61.3%	82.0%	33.8%
Participants	31	30	26	32	46 out of 70	44 out of 84	63 out of 86	
Principal					Christina Krabitz	Christina Krabitz	Christina Krabitz	