2021-2022 HCEA Job Satisfaction Survey Trend Report

| Howard HS | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 | 21-22 | 21-22 | 21-22 |
|---|------------------|------------|------------|------------|------------------|-------------------|-------------------|-------|-------|
| Overall, morale at my school/worksite is good. | 37.5% | 91.7% | 53.9% | 59.5% | 65.9% | 34.8% | 19.1% | 41.3% | 48.1% |
| There is an atmosphere of open communication and trust in my school/worksite. | 35.9% | 87.1% | 67.1% | 64.6% | 65.1% | 41.8% | 31.5% | 60.1% | 65.0% |
| I personally feel successful in my work. | 84.6% | 96.5% | 85.5% | 86.9% | 86.7% | 79.8% | 70.0% | 75.2% | 75.2% |
| I feel involved in decision-making at my school/worksite. | 33.3% | 72.2% | 56.0% | 58.0% | 60.0% | 37.2% | 32.4% | 45.5% | 54.5% |
| I want to be involved in decision-making at my school/worksite. | 85.3% | 88.8% | 76.4% | 82.7% | 83.1% | 77.4% | 77.1% | 84.7% | 88.7% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 25.7% | 82.4% | 79.9% | 79.5% | 80.5% | 61.4% | 60.6% | 67.4% | 69.9% |
| In my school/worksite, I am treated as a professional | 67.3% | 89.5% | 85.3% | 82.1% | 86.4% | 69.0% | 67.6% | 80.6% | 85.0% |
| There is good teamwork among staff in my school/worksite. | 86.4% | 87.2% | 85.5% | 77.4% | 74.4% | 68.4% | 67.0% | 78.3% | 83.4% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 72.9% | 72.5% | 72.6% | 77.8% | 81.8% | 60.9% | 69.6% | 76.0% | 72.3% |
| My working enviornment (i.e. safety, cleanliness) is conductive to success | 86.5% | 82.6% | 74.7% | 79.8% | 84.3% | 67.5% | 42.3% | 60.8% | 65.1% |
| My work performance is evaluated fairly. | 67.0% | 90.1% | 81.1% | 81.9% | 80.5% | 77.2% | 83.6% | 86.8% | 89.2% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 46.0% | 55.3% | 50.0% | 57.3% | 54.9% | 39.0% | 40.6% | 40.2% | 44.2% |
| I am provided adequate work and storage space to prepare for and do my job. | 78.4% | 83.7% | 82.9% | 78.6% | 86.7% | 77.2% | 80.7% | 82.8% | 83.2% |
| My administrators/supervisors respect the negotiated contracts | 80.8% | 96.4% | 96.0% | 92.8% | 95.0% | 88.1% | 90.7% | 91.3% | 91.9% |
| My planning time is respected by my school administrators/supervisors | 76.7% | 90.9% | 82.4% | 83.1% | 86.1% | 58.1% | 83.0% | 82.8% | 83.6% |
| In my school, administrators/supervisors support me in enforcing discipline | 89.4% | 60.5% | 40.8% | 40.3% | 50.7% | 36.0% | 29.7% | 61.6% | 72.0% |
| In my school, student misbehavior interferes with learning. | 26.8% | 55.8% | 70.8% | 64.9% | 62.8% | 59.0% | 87.7% | 60.7% | 63.5% |
| Too much instructional time is spent administering assessments. | 76.3% | 80.8% | 81.7% | 81.3% | 80.5% | 68.8% | 71.9% | 70.0% | 66.7% |
| HCPSS professional development experiences are meaningful and worthwhile | 41.0% | 45.8% | 19.4% | 31.6% | 36.8% | 33.6% | 24.0% | 30.2% | 39.6% |
| Increased workload has contributed to a decline in my morale. | 74.7% | 58.5% | 69.9% | 66.3% | 66.3% | 71.1% | 88.7% | 81.6% | 79.4% |
| I am paid fairly. | 46.2% | 40.7% | 42.1% | 47.6% | 47.6% | 49.0% | 27.0% | 32.5% | 33.7% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 49.0% | 32.1% | 19.2% | 83.3% | 81.7% | 65.1% | 36.0% | 34.5% | 43.7% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 39.4% | 32.9% | 62.0% | 71.6% | 74.7% | 41.8% | 22.0% | 20.3% | 27.9% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 88.9% | 91.8% | 86.3% | 93.8% | 91.0% | 70.9% | 77.6% | 82.4% | 86.2% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 68.3% | 67.1% | 69.4% | 75.9% | 71.4% | 64.5% | 53.4% | 64.9% | 70.9% |
| In my position, I receive appropriate and adequate support and training | 79.8% | 84.9% | 80.3% | 79.5% | 75.0% | 69.0% | 55.5% | 67.1% | 70.0% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 7.3% | 6.2% | 8.2% | 9.0% | 6.5% | 12.6% | 8.3% | 7.5% | 8.6% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 24.5% | 10.8% | 2.7% | 10.4% | 9.0% | 13.5% | 11.9% | 7.3% | 6.1% |
| In the last 12 months, I have experienced harassing behavior from parents | 38.8% | 31.3% | 30.6% | 34.2% | 33.8% | 39.0% | 35.2% | 29.8% | 23.7% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 27.3% | 39.0% | 22.5% | 38.3% | 37.9% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 58.6% | 34.2% | 63.5% | 61.6% | 74.6% |
| In my school, I spend too much time in meetings. | | | | | | 53.2% | 31.1% | 29.3% | 34.9% |
| In my school, there is adequate support for special education students. | | | | | | 35.1% | 26.9% | 46.6% | 33.8% |
| Participants | 104 | 86 | 76 | 84 | 83 out of 174 | 111 out of 175 | 111 out of 164 | | |
| Principal | | ~ | ~ | ~ | ~ | ~ | ~ | | |
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| | Gina Massella | Nick Novak | Nick Novak | Nick Novak | Nick Novak | Nick Novak | Nick Novak | | |
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